

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)(071)
EXAMINATION: MAY - 2026
SEMESTER - VI
Sub.: - Labour Laws (BBA 23-614 HRM)

Date : 19/05/2026**Total Marks : 60****Time: 10.00 am to 12.30 pm**

Instructions: 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. Industry” under the Industrial Disputes Act generally includes:
 - a) Spiritual activities only
 - b) Organized economic activities
 - c) Personal domestic work only
 - d) Agricultural household work only
2. Retrenchment means:
 - a) Voluntary retirement
 - b) Termination of service for surplus labour
 - c) Promotion of employees
 - d) Suspension pending inquiry
3. Under the Trade Unions Act, a trade union is formed primarily for:
 - a) Political campaigning
 - b) Religious activities
 - c) Regulating relations between workers and employers
 - d) Entertainment activities
4. Which of the following is initiated by employers?
 - a) Strike
 - b) Demonstration
 - c) Lockout
 - d) Gherao
5. The Industrial Disputes Act was enacted mainly to
 - a) Increase production
 - b) Maintain industrial peace
 - c) Promote exports
 - d) Regulate taxation

Q. 2. State True / False (05)

1. Under the Trade Unions Act, registration of a trade union is compulsory for its existence.
 - a) True
 - b) False
2. A lockout is initiated by employees against the employer.
 - a) True
 - b) False
3. Retrenchment means termination of service as a punishment by way of disciplinary action.
 - a) True
 - b) False
4. Office bearers of a trade union must always be employees of the same industry.
 - a) True
 - b) False
5. The main object of the Industrial Disputes Act is to secure industrial peace and harmony.
 - a) True
 - b) False

Q. 3. Write Short notes on (Any Three) (15)

1. Rights and Immunities of Trade Unions
2. Disqualifications of Office Bearers under the Trade Unions Act
3. Objectives and Scope of the Minimum Wages Act
4. Payment and Nomination of Gratuity
5. Minimum and Maximum Bonus under the Payment of Bonus Act

Q. 4. Answer in detail (Any Two) (20)

1. Explain the objectives and important definitions under the Industrial Disputes Act.
2. Discuss the concepts of strike and lockout with their legal provisions and consequences.
3. Define “Industry” and explain the tests laid down by courts to determine an industry.
4. Explain the concepts of lay-off and retrenchment and distinguish between them.

Q. 5. Case study (15)

A group of employees of Bright Electronics formed a trade union for protecting workers’ interests and applied for registration. The Registrar refused registration on the ground that some office bearers had previous criminal convictions. Later, the employer filed a civil suit against the union for organizing peaceful demonstrations outside the factory.

Questions:

1. Explain the procedure for registration of a trade union.
 2. Discuss the disqualifications of office bearers under the Trade Unions Act.
 3. Examine whether refusal of registration was justified.
 4. Discuss the immunities available to registered trade unions against civil liability.
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