

TILAK MAHARASHTRA VIDYAPEETH, PUNE
MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: MAY/JUNE - 2026
SEMESTER - III

Sub.: Labour Laws & Industrial Relations (MHRM 306 / MBA24-HRM305)

Date : 02/06/2026

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. Write Short notes on (Any Three) (15)**
1. Strike and Lockout
 2. Retrenchment
 3. Fixation of Minimum Wages
 4. Minimum and Maximum Bonus
 5. Industrial Dispute
- Q. 2. Answer in detail (Any One) (10)**
1. What is a Trade Union according to the Trade Union Act? Who are considered “Office Bearers” in a Trade Union?
 2. Illustrate the main objective of the Minimum Wages Act? What types of deductions are allowed under the Payment of Wages Act?
- Q. 3. Answer in detail (Any One) (10)**
1. Discuss the objectives of Payment of Bonus Act, 1965. What is the minimum bonus payable under the Payment of Bonus Act?
 2. Explain “Gratuity” and when is it payable to an employee?
- Q. 4. Answer in detail (Any One) (10)**
1. What is meant by “Lay-off” under the Industrial Disputes Act? Explain in detail.
 2. What is the scope of the Payment of Wages Act? What is the maximum bonus an employee can receive under the Payment of Bonus Act?
- Q. 5. In the HR department of Horizon Tech Services, an employee named Rohan Mehta (15)**
 approached the HR Manager with a query regarding his gratuity eligibility. Rohan had been working in the company continuously for 4 years and 6 months and had recently resigned due to a better career opportunity. As part of his exit formalities, he requested clarity on whether he was entitled to gratuity under the Payment of Gratuity Act.
 However, the HR Manager, Ms. Priya Deshmukh, was unsure about the exact rules. While she knew that gratuity is generally payable after completing five years of continuous service, she was uncertain whether 4 years and 6 months could be considered as a completed fifth year or not. Some colleagues suggested that in many cases, 240 days of service in the fifth year is treated as completion of five years, but Priya did not want to rely on hearsay.
 The finance team asked HR for confirmation before processing the exit settlement. Rohan insisted that he had regularly worked full-time, with no major leave or break in service, and believed he should receive gratuity. With differing interpretations and no official guidance readily available, the issue remained unresolved, leaving HR unsure of the correct legal position.
Questions:
1. Does completing 4 years and 240 days qualify as continuous service for gratuity eligibility under the Payment of Gratuity Act?
 2. List documents or service records should HR review to verify the employee’s actual continuous service?
 3. Specify legal provisions or case laws should the HR refer to before deciding gratuity eligibility?