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Reg. No. : .....

Name : .....

**IV Semester M.B.A. (Full Time) Degree Examination, July 2009  
(2006 Scheme)  
INDUSTRIAL RELATIONS AND LABOUR LAWS**

Time : 3 Hours

Max. Marks : 60

**PART – A**

Write short notes on **any five** questions. **Each** question carries **three** marks. **(5×3=15 Marks)**

1. What is Amalgamation ?
2. Mention the rights of Trade Unions.
3. What is Retrenchment?
4. What is VRS ?
5. Explain the objectives of Industrial Employment Standing Orders Act (1946).
6. What are general principles of Labour Adjudication ?
7. Explain the objectives of ESI Act (1948).
8. Differentiate Minimum Wages Act (1948) with that of Payment of Wages Act (1936).

**PART – B**

Answer **any three** questions elaborately. **Each** question carries **ten** marks. **(3×10=30 Marks)**

9. Explain the role of Trade Unions in effective functioning of Organisation.
10. Explain the Industrial Employment Standing Orders Act (1946).
11. Explain, how the disciplinary actions can be taken in an Organisation.

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12. Explain Payment of Gratuity Act (1972).
13. Does the laws really do good ? Discuss.

PART – C

Read the following case and answer the question :

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Mr. S. Arumugam, Supervisor of a textile company, member of the union has a long pending matter of his increment. After many reminders to the higher authorities, his increment was not revised. He takes the issue to the Union Secretary and the reply he got was very promising that his matter will be resolved in a month. Again the same situation was prolonging. After probing into the matter, Mr. S. Arumugam found that the Union Secretary was bribed to not to take the issue.

At this juncture, Mr. S. Arumugam wants to show the real face of Union Secretary to his colleagues and all other workers. In this attempt he made many arguments. Even then, he was not in a position to convince others about the bribery involved with Mr. S. Arumugam.

- 1) What will be your decision, if you are in a position of Mr. S. Arumugam ?
- 2) What is your opinion regarding the union function in this Organisation and generally in any Organisation ?

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