

insisted that unless employees sign a 'good conduct' certificate the workers will not be allowed to enter the factory for work. A section of the workers were willing to sign but the other refused to do so and dubbed the management as indulging in unfair labour practices.

Questions :

- (a) Did the management resort to unfair labour practices? Explain.
- (b) What is your perception about the managements attitude towards recognition of union?
- (c) Is this a case of strike or lock-out? Explain.
- (d) Is the management right in insisting on 'good conduct' certificate? Are the workers right in protesting against their signing a 'good conduct' certificate as a prerequisite for entering factory premises for work?

### MBHR 3005

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2014/JANUARY 2015.

Third Semester

HRM

#### EMPLOYEE LEGISLATION

(2012 – 13 Batch Onwards)

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions out of the following.

1. Define Strike. When strikes and lock-outs are illegal under Industrial Disputes Act 1947?
2. Examine the main provisions of the Shops and Establishments act 1947.
3. Explain about the benefits given in Maternity Benefit Act.
4. What are the duties and liabilities of Registered Trade Union?
5. State the provisions relating to 'Health and Welfare of the Workers' under the Factories Act, 1948.



6. Who are agricultural workers? State the problems faced by agricultural workers.
7. What are the pros and cons legal system?
8. State the features of ESI Act.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions out the following.

9. Briefly explain about the Payment of bonus Act 1965.
10. Explain the origin and growth of Labour legislation in India.
11. Discuss in detail about the conventions of Factories Act 1948.
12. "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any unauthorized deductions". Elucidate.
13. Briefly discuss about the Workmen's Compensation Act 1923.
14. Discuss in detail about contemporary issues in labour laws in India.
15. Discuss the legal framework that aids the quality of work-life among employees.
16. What is industrial dispute and explain about how the legal framework aids in addressing the industrial dispute?

PART C — (1 × 20 = 20 marks)

Compulsory

17. Case Study

The employees of ABC Company started resorting to work to rule, go slow and other covert agitational methods because they (the employees) thought that the management had unilaterally revised the prices of canteen items without consulting the canteen committee. The management view was that since the recognizes union's registration was cancelled due to non-submission return, therefore the management was not obliged to consult the employees. Consequently, the management also felt that the canteen constituted with the nominees of the then recognized union ceased to be are preventative body. He management entered into an MOU with another registered union. The management constituted a canteen committee with the cooperation of the registered, but not recognized union. During the strike there were some disturbances and an accident in which an apprentice died. The management did not agree to pay compensation on the plea that the deceased person was not an employee of the company. This led to further unrest. The management applied to the appropriate government to allow them a lockout on the pretext of threat to company's property and personnel. In the meantime they also