

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: MBA/IMBA/MBAP

Sub_Code: 18MBA403C/16IMN1001C/18PTMBA603C

4th / 6th / 10th Semester Regular/Back Examination: 2025-26

SUBJECT: Industrial Legislations

BRANCH(S): FM, GM, HRM, IB, MBA, IMBA, MBA (PT)

Time: 3 Hours

Max Marks: 100

Q.Code: V286

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What is the scope of industrial law.
- What is adjudication in industrial disputes?
- Define "appropriate government".
- What is meant by statutory regulation of employment?
- State any two provisions relating to worker safety under the Factories Act.
- What is "living wage"?
- Define "employee" under the EPF Act.
- What is contribution under ESI?
- What is a "lockout"?
- Define "collective bargaining".

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Compare mediation, conciliation, and arbitration with suitable examples.
- Explain the legal importance of Standing Orders in industrial establishments.
- Evaluate the effectiveness of the Payment of Bonus Act, 1965.
- Discuss the medical and social benefits under the ESI Act.
- Analyse the role of EPF in long-term financial security of employees.
- Examine wage protection mechanisms under the Payment of Wages Act, 1936.
- Explain employer liabilities under the Employees' Compensation Act, 1923.
- Describe the process of conciliation and adjudication under the Industrial Disputes Act.
- Discuss enforcement challenges of the Minimum Wages Act, 1948.
- Analyse the causes and consequences of industrial disputes.
- Explain the legal framework governing strikes and lockouts.
- Evaluate the role of trade unions in modern industrial relations.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Critically analyse the effectiveness of labour welfare provisions under the Factories Act, 1948 in ensuring worker well-being in modern industries. (16)
- Q4** Discuss how wage-related legislations (Minimum Wages Act, Payment of Wages Act, Bonus Act) collectively ensure fairness and equity in compensation. (16)
- Q5** An employee suffers a permanent disability during employment due to unsafe working conditions. (16)
Questions:
(a) Explain employer liability under Employees' Compensation Act.
(b) Discuss legal safeguards for such workers.
- Q6** A manufacturing company in Odisha employs 250 workers. Due to financial losses, management delays wage payments and declares a lockout without prior notice. Workers approach the labour commissioner. (16)
Questions:
(a) Identify the legal violations involved.
(b) Explain remedies available to workers under relevant laws.