



QP CODE: 26802199



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Reg No :

Name :

MBA DEGREE EXAMINATION, MAY 2026

Fourth Semester

MASTER OF BUSINESS ADMINISTRATION

ELECTIVE - 24MB04FE27 - INDUSTRIAL RELATIONS AND LABOUR LAWS

2024 ADMISSION ONWARDS

21CECCCF

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. What is the Unitary perspective of Industrial Relations?
2. State two remedies to improve Industrial Relations.
3. What is meant by reference of disputes?
4. State two objectives of trade unions.
5. What is collective bargaining?
6. What are wages under the ESI Act?
7. What is meant by annual leave with wages?

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. State the objectives of Industrial Relations.
9. Explain the definition of "Industry" under the Act.
10. Explain the concept of strike and its types.
11. Explain different forms of workers' participation in management.
12. Analyse how provident fund schemes ensure financial security after retirement.
13. Explain the concept of gratuity under the Payment of Gratuity Act.
14. Explain the impact of social dumping on workers and labour markets.

(5×6 = 30 Marks)





Part C

Answer any **two** questions. Each question carries **10** marks.

Question number 17 is compulsory .

15. A company in India is facing frequent strikes due to wage disputes and poor working conditions. Management wants to identify the root causes and improve relations with workers. Discuss the major problems affecting the industrial relations scenario in India and suggest possible remedies.
16. Due to shortage of raw materials, a company temporarily asked several employees not to report to work but assured them that their jobs were not terminated. Explain the concept of layoff and its legal implications under the Industrial Disputes Act.

Compulsory Question

17. A labour dispute between employees and management could not be resolved internally and was referred to arbitration. Evaluate the role of conciliation, mediation, arbitration, and adjudication in resolving industrial disputes.

(2×10 = 20 Marks)

