

**Third Semester M.B.A. (Distance Mode) Degree Examination,
June/ July 2009
(Directorate of Correspondence Course)**

**M.B.A. DP : HRM : 306 : Legal Frame Work and Management of
Industrial Relations**

Time : 3 Hours

Max. Marks : 75

Section - A

Answer the following in two or three sentences. Each sub-question carries 2 marks. (5x2=10)

1. a. What is collective bargaining?
- b. What is industrial dispute?
- c. Define factory under the Factories Act.
- d. What is 'Disablement'?
- e. Define the term Compensation.

Section - B

Answer any FIVE of the following. Each question carries SIX marks (5x6=30)

2. Explain the provisions relating to health under the Factories Act, 1948.
3. Examine the influence of ILO on legal enactments in India.
4. What are the rights and immunities of a registered trade union?
5. What are the objectives of workers participation in management.
6. Examine the salient features of Employee's State Insurance Act, 1948.
7. When employer is not liable to pay compensation to workman under workmen's compensation Act, 1923?

Section - C

Answer the following questions. Q.No. 8 and 9 carry 10 marks each and Q.No. 10 carries 15 marks. (10+10+15=35 marks)

8. a) Discuss the factors affecting industrial relations.
OR
b) Explain the important provisions of payment of wages act, 1936.
9. a) Examine the provisions under industrial disputes Act, 1947 relating to strikes and lockouts in public utility services.
OR
b) Explain the conditions for success of collective bargaining.
10. Discuss the different authorities established under the industrial disputes Act, 1947 for the settlement of industrial disputes.