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# **BB-398**

**B.B.A. (Part-III) Examination, 2022**

**INDUSTRIAL RELATIONS AND LABOUR LAW**

Paper - BBA-604

**(Group-HRM)**

*Time : 3 Hours ]*

*[ Maximum Marks : 70*

**Section-A**

**(Marks : 2 × 10 = 20)**

*Note :-* All the *ten* questions are compulsory. Each question is to be attempted in around **50** words. Each question carries **2** marks.

**Section-B**

**(Marks : 10 × 3 = 30)**

*Note :-* Answer any *three* questions out of five. Each question is to be attempted in around **500** words. Each question carries **10** marks.

**Section-C**

**(Marks : 20 × 1 = 20)**

*Note :-* *One* question based on case study is compulsory and carries **20** marks.

**Section-A**

2 each

1. (i) What do you mean by Tripartite system in industrial relation ?
- (ii) State any *two* objectives of IR.
- (iii) Differentiate Arbitration and Adjudication.
- (iv) Define Gherao.

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- (v) What do you mean by Trade Union ?
- (vi) Define Collective Bargaining.
- (vii) What is Informative Participation ?
- (viii) Distinguish between discontent and grievance.
- (ix) State the objectives of Maternity Benefit Act, 1961.
- (x) Explain the term Allocable surplus under the Payment of Bonus Act, 1965.

### **Section-B**

- 2. Explain the different kinds of strikes. Is strike a fundamental right ? Discuss.
- 3. Discuss the roles and responsibilities of IR Manager.
- 4. What are the Trade Unions ? What are the new reforms introduced in the labour domain ? Discuss.
- 5. “The empowered employee becomes self directed and self controlled.” State the need and objectives of employee empowerment.
- 6. How the Employees Provident Funds and Miscellaneous Act safeguard the interest of employees ? Discuss.

### **Section-C**

- 7. Mr. Baljit was employed in the state mills as a tractor driver. His job was to carry the raw material from godown to the production hall. Baljit was 55 years of age and he joined state mills on 19-09-1985. He was drawing wages of ₹ 1,300. His shift timings are about 2 pm to 9 pm. On 7 August, 1993 after coming back from his place of employment at about 9 pm he complained of severe chest pain. He was taken to the dispensary from where he was taken to the District Hospital, where he was treated. Thereafter Baljit was referred to AIIMS, New Delhi. Mr. Baljit was a chronic Asthma Patient.

On 21 Sept., 1993, he died at AIIMS. His wife claimed compensation to the extent of ₹ 75,000. There was no report of any accident as the diseased. Mr. Baljit was on his duty on 7 August, 1993 and he completed his duty as usual. Comment and analyse the claim of wife of Mr. Baljit in context of relevant Acts.