

**Scheme of Evaluation  
Internal Assessment Test 2– March 2024**

<b>Sub:</b>	<b>Industrial Relations &amp; legislations</b>
Date: _____	Max Duration: <u>90mins</u> Marks: <u>50</u> Sem: <u>I</u>

<b>Code:</b>	<b>22MBHR304</b>
<b>Branch:</b>	<b>MBA</b>

**Note:** Part A - Answer Any Two Full Questions (20\*02=40 Marks)

Part B - Compulsory (01\*10= 10marks)

Part	Question #	Description	Marks Distribution	Max Marks
<b>A</b>	1	a) Define board of conciliation.	The Conciliation Officer makes efforts to resolve the dispute through settlement between the workmen and the management. The duties of Conciliation Officers have been laid down under Section 12 of the Industrial Disputes Act.	3
		b) Illustrate a note on causes of indiscipline & disciplinary Action.	There are various disciplinary actions as per level of indiscipline and generally they follow a typical sequence of steps as per seriousness – verbal warning, written warning, suspension, and dismissal. Written verbal warning: The mildest form of discipline is the written verbal warning.	7
		c) Infer the the minimum wages act, 1948.	The Minimum Wages Act, 1948 is a Central legislation aimed at statutory fixation of minimum rates of wages in the employments where sweated labour is prevalent with possibility for exploitation of unorganized labour.	10
	2	a) Describe trade union.	A trade union is an organisation made up of members (a membership-based organisation) and its membership must be made up mainly of workers.	3
		b) Examine the maternity benefit Act 1961.	The Maternity Benefit Act 1961 is the Act that provides maternity benefits to working women in India. All private and public organisations are covered under the Maternity Benefit Act.	7
		c) Classify characteristics employee state insurance act 1948.	The said act was introduced as E.S.I ACT 1948. This act basically focuses on the safety of employees by providing help in case of sickness, death in the work field,	10

				injury, maternity, etc.		
3	a)	Define gratuity.	Gratuity is an amount paid by an employer to its employees for rendering their services for equal to or more than 5 years. Gratuity is paid to an employee as part of his/her salary and is considered to be a benefit plan which is designed to help the employee during his/her retirement.	3	20 M	
	b)	Determine the employee compensation Act 1923.	Employees Compensation Act, 1923 is one of the important social security legislation. The act aims to provide financial protection to employees and their dependents through compensation in case of any accidental injury occurs during employment which results in either death or disablement of the worker.	7		
	c)	Justify the bonus Act 1965.	The primary objective of the Payment of Bonus Act, 1965, is to facilitate the payment of bonuses to employees in certain establishments based on profits or production.	10		
4	A)	Explain you as an HR justify your decision on performance based bonus system	Let's say you work at a store, and one day you go above and beyond to help a customer who was having a difficult time. Your boss might notice your extra effort and decide to give you a spot bonus to show appreciation. Another example could be a bonus pay for volunteering to work overtime during a busy season.	10	10 M	