

**Scheme of Evaluation
Internal Assessment Test 1– March -2025**

Sub: Industrial Relations And legislations
 Date: 06-03-25 Duration: 90mins Marks: 50 **Sem:** I

Code: 22MBHR304
Branch: MBA

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	
A	1	a) Define the Term 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	20 M
		b) Examine the growth of trade unions in the recent past.	Trade union movement, as we see it today, is the result of Industrial Revolution which took place in Great Britain between 1750 and 1850. The revolution brought about a drastic changes in the socio-economic sphere. The outstanding effect was the introduction of factory system of production.	7	
		c) Demonstrate the significance of industrial relations and elaborate the IR problems in the public sector	The policy of settlement of wage structure, equal pay for equal work, wage differentials due to levels of responsibilities etc are all the issues that concern the labour in public enterprises	10	
	2	a) Define the term 'Child Labour'	The term “child labour” is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.	3	20 M
		b) Explain the causes for industrial disputes and examine its impact on industrial relations.	Industrial Dispute means any dispute or differences between employers and employees or between employers and workmen or between workmen and workmen which is connected with the employment. or non-employment or the terms of employment or with the conditions of labour of any person.	7	

		c)	Examine the duties and powers of conciliation officers, works committee and boards of conciliation in settlement of industrial disputes.	A conciliator is a person who is to assist the parties to settle the disputes between them amicably. For this purpose, the Conciliator is vested with wide powers to decide the procedure to be followed by him like the Code of civil Procedure or the Indian Evidence Act, 1872.	10	
	3	a)	Define the objectives and need for labour welfare	To ensure Welfare amenities and various labour legislations to all section of workers in organized/unorganized sectors through enforcement of various labour laws.	3	20 M
		b)	Explain the welfare measures available to contract labour.	The facilities required to be provided under sections 18 & 19 of the act, namely, sufficient supply of wholesome drinking water, a sufficient number of latrines and urinals, washing facilities and first-aid facilities shall be provided by the contractor in the case of the existing establishments	7	
		c)	Discuss the occupational hazards and psychological problems faced by employees of industrial units	Psychosocial hazards are factors in the design or management of work that increase the risk of work-related stress and can lead to psychological or physical harm. Examples of psychosocial hazards might include poor supervisor support or high job demands.	10	
	4	A)	Identify the management style of Mr.Rajendran and what style of Leadership is followed by him do you have any recommendation to modify his style.	Four common leadership styles are autocratic leadership, democratic leadership, laissez-faire leadership, and paternalistic leadership. Depending on the specific scenario and context, one style may be more effective than another.	10	10 M