

**Scheme of Evaluation
Internal Assessment Test 2– April 2025**

Sub:	Industrial Relations & legislations		
Date: 15/04/2025	Duration <u>90mins</u>	Max Marks: <u>50</u>	Sem: III

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 meaning and significance of employee relations.	Employee relations is about creating a workplace where employees feel connected, supported, and motivated — which directly impacts a company's success and stability.	3
		b) Explain a note on adjudication.	Adjudication refers to a legal process of resolving a dispute or deciding a case. In the context of employment, industrial relations, or labor law, adjudication typically means the process by which an independent third party (like a labor court, industrial tribunal, or an arbitrator) makes a binding decision on a conflict between employers and employees..	7
		c) Outline the contract labour act 1970.	The Contract Labour (Regulation and Abolition) Act, 1970 ensures that contract labourers work under fair conditions, are paid properly, and are protected from exploitation. It also empowers the government to abolish contract labour in cases where the work is permanent in nature.	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) 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)	Explain the 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)	Discuss works committee.	A Works Committee acts as a bridge between workers and management , helping prevent conflicts through dialogue, and improving workplace harmony.		20 M
		b)	Describe 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.	7	
		c)	Justify the trade union act 1926.	The Trade Unions Act, 1926 was enacted to provide a legal framework for the registration, recognition, and protection of trade unions in India. The law ensures that workers can organize, negotiate, and safeguard their interests in a structured and lawful manner.	10	
		A)	In April 2019 , Jet Airways, once India's largest private airline, ceased operations due to severe financial distress. Unable to secure funding, the company laid off over 20,000 employees , including pilots, cabin crew, engineers, and ground staff. This sudden shutdown led to labour unrest ,	<ol style="list-style-type: none"> Early Employee Communication & Transparency <ul style="list-style-type: none"> Providing advance notice and engaging with unions could have eased tensions. Negotiation with Employees for Partial Payments <ul style="list-style-type: none"> A structured deferred salary plan instead of complete layoffs. Government & Stakeholder Involvement <ul style="list-style-type: none"> Seeking financial assistance through government intervention. Outplacement & Support for Employees 		

		legal disputes, and concerns over employee rights, compensation, and corporate accountability.	<ul style="list-style-type: none">○ Partnering with other airlines for job placements and retraining.		
	4				10 M