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MBA IV Semester
M-430
**Employee Relations &
Labour Laws**
Sample Questions

Part A: Short answer question (up to 25 words)

Part B: Analytical/ problem Solving questions

**Part C: Descriptive/ Analytical/ Problem Solving/
Case questions.**

Part A: Short Answer questions

Unit I: Introduction and Importance of Employee Relations Management

1. Define the term industrial relations.
2. Who are the stakeholders in Industrial relations?
3. List any four functions of industrial relations.
4. What is human relations approach to industrial relations?
5. Write any four objectives of industrial relations.
6. Explain importance of industrial relations.

Unit II: Trade Unionism

7. Define the term trade union.
8. Why do workers join trade unions?
9. List any four objectives of trade unions.
10. Write any four functions of trade unions.
11. Write any four characteristics of trade unions.
12. Briefly explain union security measures.
13. What are advantages of trade unions?

Unit III: Collective Bargaining

14. What do you understand by collective bargaining?
15. What is negotiation?
16. What is significance of collective bargaining?
17. What is meant by employee participation?
18. What is empowerment?

Unit IV: Discipline

19. What is discipline?
20. What are common causes of grievances in any industry?
21. What is meant by grievance?
22. Name the forms of grievance.
23. What is disciplinary action?
24. Write any four objectives of discipline.
25. What do you mean by misconduct?
26. What is domestic enquiry?

Unit V: Industrial Disputes Preventive & Settlement Machinery in India

27. Define the term dispute.
28. What is meant by lock-out?
29. What is strike?
30. What are features of industrial disputes?
31. What is conciliation?
32. What is voluntary arbitration?
33. What is adjudication?

Unit VI: Law of Wages

34. Explain the term 'wage'.
35. What is bonus?
36. Who is a contract labor?
37. Explain concept of direct tax under code on wages 2019.
38. Why there is need for code on wages?
39. How fixation of minimum wage is done?

Unit VII: The Factories Act 1948

40. Who is the inspecting staff ?
41. Name the important aspects of health covered under the Factories Act.
42. What are provisions for annual leave with wages?
43. Explain the term safety and welfare.

Unit VIII: The Industrial Employment (Standing Orders) Act, 1946

44. What is role of standing orders in an industry?
45. What are standing orders?
46. What are objectives of the Industrial Employment (Standing Orders) Act, 1946?
47. What is the subsistence allowance payable to a workman for the first 90 days when he has been suspended pending enquiry against him?
48. What is the list of misconduct under standing orders Act 1946?
49. What is primary objective of Industrial Employment (Standing Orders) Act, 1946?
50. What is the purpose of standing orders?
51. What are elements of standing orders?
52. Who is certifying officer?
53. Who is the Appellate Authority?

Part B: Analytical/Problem solving questions

Unit I: Introduction and Importance of Employee Relations Management

1. Explain the impact of globalization on industrial relations.
2. What are the different approaches to industrial relations? Explain.
3. Define the term 'industrial relations'. Explain how the concept of industrial relations differs from the concept of human resource management.
4. Who are the three actors of industrial relations? Explain their roles in the industrial relations system.
5. Discuss the necessary conditions for the maintenance of sound industrial relations.
6. Why are sound industrial relations important for any organization?
7. Explain the role of the government in industrial relations.
8. What are emerging challenges of industrial relations in India?
9. How industrial relations are linked with the economic growth of a country?

Unit II: Trade Unionism

10. Why do trade unions in India often fail to achieve their objectives? Suggest measures for the successful functioning of trade unions.
11. Discuss the recommendations of National Commission of Labor to strengthen trade unions.
12. What are different types of trade unions?
13. Explain the functions of trade unions. Why do unions need security?
14. Do you think that globalization reduces the role of trade unions?
15. Describe the measures to strengthen trade union movement in India.

Unit III: Collective Bargaining

16. Discuss the essential conditions for successful collective bargaining.
17. Explain the types of collective bargaining.
18. What are the conditions necessary for making collective bargaining a success?
19. Describe the process of collective bargaining.
20. Discuss the principles of collective bargaining.
21. What are the recent trends in collective bargaining?
22. Discuss the concept and methods of employee participation.
23. What are joint management councils? Explain their objectives and functions.
24. Explain the conditions essential for the success of employee participation in management.

Unit IV: Discipline

25. What is disciplinary action? Explain the process of disciplinary action.
26. Discuss grievance handling procedure in detail.
27. Explain the types of punishments.
28. Describe the concept of grievance and its types.
29. What are attributes of good grievance handling procedure?

Unit V: Industrial Disputes Preventive & Settlement Machinery in India

30. Briefly explain the various types of industrial disputes prevalent in India.
31. What are the causes of industrial disputes? How would you solve these issues as HR manager?
32. Discuss the various methods of industrial disputes settlement.
33. What are criticisms against adjudication? Suggest the measures to make adjudication effective.
34. Explain the three-tier system of compulsory arbitration.
35. What is voluntary arbitration? Explain the essential elements of voluntary arbitration.

Unit VI: Law of Wages

36. Explain the wage system in India.
37. Discuss the components of minimum wages.
38. What do you mean by deductions? Explain the deductions which may be made from wages.
39. Describe the procedure for fixing and revising minimum wages.

Unit VII: The Factories Act 1948

40. Discuss the powers of Inspectors under the Factories Act 1948.
41. Explain the provisions relating to hazardous processes.
42. Discuss the provisions for working hours of adults under the Factories Act.
43. What are special provisions under the Factories Act?
44. "The first and the last important requirement of the Indian Factories Act, 1948 is the safety of the workers." Explain this statement.
45. Explain the provisions made for the safety of the workers against the dangerous machines under the Factories Act.

46. Briefly state the provisions made in the Factories Acts 1948 regarding Welfare of Workers.

Unit VIII: The Industrial Employment (Standing Orders) Act, 1946

47. What are conditions for certification of standing orders?

48. What are penalties and procedure in Industrial Employment (Standing Orders) Act, 1946?

49. Explain the special features of Industrial Employment (Standing Orders) Act, 1946?



Part C: Descriptive/ Analytical/ Problem Solving/ Case questions

Unit I: Introduction and Importance of Employee Relations Management

1. 'Rapid industrialization in India is heavily dependent on harmonious industrial relations.' Discuss.
2. 'Human Resource Management has taken over Industrial Relations.' Do you agree?
3. 'Role of the state in industrial relations should be minimum in order to ensure competitive advantage of Indian business enterprises.' Critically evaluate the statement.
4. Discuss the concept, objectives and importance of industrial relations. Also explain the employee relations management tools.

5. Case study:

Mr. Chitranjan Banerjee is a leading labor relations consultant. While speaking to MBA students in seminar on 'Industrial Relations: Retrospect & Prospect', he said that 'In India, the pluralistic approach to managing industrial relations has done more damage than any good. The interventionist role played by the government has led to mistrust and suspicion between management and trade unions, thereby straining mutual relationship. The scenario is that each party considers another as an adversary and tries to find novel ways to cut the other to size.'

One inquisitive student was listening him for long. During the question-answer session, he stood up and said 'Sir, I don't agree with your contentions. In a developing country like India where 92% of the workforce works in unorganized sector of the industry with no protective mechanism, it is the role of government to extend its support, both administratively and legally, to the working class in order to prevent their exploitation.'

- (a) Whose contention you find relevant and why?
- (b) What is your own opinion on the best approach to industrial relations in India especially during global economic meltdown?

Unit II: Trade Unionism

6. Discuss the functions, types and structure of trade unions in India.
7. Throw light on the development of trade unionism. What are the problems with trade unions? Explain the suggestive remedial measures of trade unions.
8. What do you understand by trade union? Discuss the major provisions of the Trade Union's Act, 1926.

Unit III: Collective Bargaining

9. Enlist the strategies and steps you would follow in a collective bargaining negotiation as an industrial relations manager of your organization.
10. 'Collective bargaining needs a specific legal framework in order to be successful in India.' Critically evaluate the statement. Give justifications for your answer.
11. Discuss the concept, objectives and methods of employee participation. Also throw light on the employee participation in India.
12. What is empowerment? Why empowerment is required? Explain the techniques of empowerment.

Unit IV: Discipline

13. Discuss the types of punishments, code of discipline and disciplinary action procedure.
14. What is meant by grievance? Explain its types and grievance settlement procedure.
15. How would you handle an imaginary grievance of an employee in your organization? Discuss your strategy and process.
16. In spite of the rising education level amongst all categories of employees. Why are instances of indiscipline in Indian industry so high? Give reasons.

Unit V: Industrial Disputes Preventive & Settlement Machinery in India

17. How can you help in reducing instances of industrial disputes, as HR manager in your organization? Enlist with justification your plans and programs.
18. Do industrial disputes reduce during economic slowdown? Why or why not?
19. Write short notes on:
 - (a) Lock-outs
 - (b) Picketing and Boycott
 - (c) Adjudication
 - (d) Arbitration
20. Discuss the major provisions of Industrial Disputes Act, 1947 for settlement and prevention of disputes.

Unit VI: Law of Wages

21. Discuss the important provisions of code on wages, 2019.
22. Explain the code concerns, impact of the code and way forward.

Unit VII: The Factories Act 1948

23. Discuss the major provisions of the Factories Act, 1948.
24. Explain the term 'Worker'. Would you call a man, a 'Worker' who is working in a factory but is not getting any wage? Is a 'clerk' who works in the office, a worker for the purpose of the Indian Factories Act, 1948?
25. State the provisions in brief of the Factories Act with regard to health, safety and welfare of the workers.
26. Discuss the provisions of the Factories Act regarding leaves with wages and also regarding determination of wages during leave period

Unit VIII: The Industrial Employment (Standing Orders) Act, 1946

27. Discuss the major provisions of the Industrial Employment (Standing Orders) Act, 1946.

