MBSC-4.3C

Sl. No.

IV Semester M.B.A. Degree Examination, May/June - 2026
MANAGEMENT
Human Resource Management (Elective - C)
Labour Legislation
(CBCS, SLM Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five questions. Each question carries Five marks. (5×5=25)

1. Write a short note on the history of labour legislation in India.

2. Briefly discuss the role of the ILO.

3. What are the important principles of labour legislation? Write with examples.

4. Who is bonded labour? Explain its impact on workers.

5. Why is labour policy important for the development of workers in India?

6. Mention the major provisions of the Maternity Benefit Act.

7. What is sexual harassment at the workplace? State the role of the Internal Complaints Committee (ICC) in handling cases of sexual harassment.

SECTION - B

Answer any Four questions. Each question carries Ten marks. (4×10=40)

8. Explain different sources of labour laws with examples.

9. Explain the benefits provided to workers under the ESI Act, 1948?

10. Enumerate the authorities appointed under Industrial Dispute Act, to settle Industrial Disputes.

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11. Outline the main provisions of the Payment of Wages Act, 1936.

12. Describe the objectives of the Contract Labour Act, 1970.

13. Discuss the problems of child labour in India and the measures taken under law.

SECTION - C

14. Case Study (Compulsory). **(1×15=15)**

Sunrise Steel Plant in Maharashtra employs over 1,200 workers and is known for producing high-quality steel used in construction. Recently, workers complained about long working hours, lack of overtime pay, and unsafe working conditions inside the plant. According to the workers, the management was not following certain provisions of the Factories Act, 1948 related to health and safety.

The workers' union submitted a charter of demands, including:

- Overtime wages as per the Payment of Wages Act, 1936.
- Safety measures like proper ventilation, protective equipment, and regular health check-ups.
- Weekly rest days and reduced overtime hours.

When management did not respond positively, the workers went on a strike. Production came to a standstill, affecting supply commitments. The management alleged that the strike was illegal under the Industrial Disputes Act, 1947, since the mandatory notice period was not observed. The dispute was referred to the Industrial Tribunal. Meanwhile, customers faced supply shortages, and the company began to lose contracts. Both parties –management and union–remained firm on their stands, leading to a deadlock.

Questions:

a) What were the main causes of conflict between workers and management at Sunrise Steel Plant?

b) Was the strike legal or illegal? Justify your answer with reference to Industrial Disputes Act,1947.

c) Suggest steps that the Industrial Tribunal can take to resolve the dispute fairly.
