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08MBAHR342

Third Semester MBA Degree Examination, May/June 2010

Legal Environment and Industrial Legislations

Time: 3 hrs.

Max. Marks:100

Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.

- 1
 - a. List out the objects of industrial relations. (04 Marks)
 - b. What are the different approaches to industrial relations? (06 Marks)
 - c. Explain the process of collective bargaining. (10 Marks)
- 2
 - a. Define wages under the payment wages Act of 1936. (03 Marks)
 - b. What are the essentials of a good disciplinary system? (07 Marks)
 - c. What are the different approaches to discipline in India? (10 Marks)
- 3
 - a. Define worker's participation in management. (03 Marks)
 - b. What are the objectives of trade unions? (07 Marks)
 - c. What are the different forms and causes of grievances? (10 Marks)
- 4
 - a. Define industrial conflicts. (03 Marks)
 - b. Explain the different techniques of negotiation. (07 Marks)
 - c. What are the different types of benefits for employees, under the Employees State Insurance, Act of 1948? (10 Marks)
- 5
 - a. Define "manufacturing process" under the factories Act of 1948. (03 Marks)
 - b. What are the powers of inspectors under the payment of wages Act of 1936? (07 Marks)
 - c. Explain the different kinds of deductions from wages under the payment of wages Act of 1936. (10 Marks)
- 6
 - a. What is the object of employees provident fund and miscellaneous provisions Act of 1952? (03 Marks)
 - b. What is the minimum and maximum bonus payable and the registers and returns that are to be maintained under the payment of bourse Act of 1965? (07 Marks)
 - c. What are the obligations, rights and liabilities of registered trade unions? (10 Marks)
- 7
 - a. What are the objectives of industrial disputes Act of 1947? (04 Marks)
 - b. What is gratuity? What is the mode of payment and time – limit for the payment of gratuity under payment of gratuity Act of 1972? (06 Marks)
 - c. Write a note on employees pension scheme and employees deposit linked insurance scheme under the EPF and miscellaneous provision Act of 1952? (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
 2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

8 CASE STUDY : (Compulsory)

A large south based fast moving consumer goods company wanted its employees to have highly specialized, focused sales training – so that the firm could achieve faster sales growth, utilizing such skills. To this end, they had hired the services of a premier sales training agency and asked 9 of its executives (mostly engineers and commerce graduates) to undergo training for a period of 15 months. The company supported the programme by meeting all the expenses charged by the agency, in addition to a special allowance for buying books, study material, stationary etc. The training was offered in the company's own premises in Chennai. The programme went on smoothly and concluded only recently. As per the recommendations of the training agency and the newly trained executives, the company is about to launch new brands into the market.

Rahul, a bright and aspiring young graduate, full of energy and ideas – for whom management had high hopes, resigned exactly after 4 months of the sales training programme. Rahul found that the training, the invaluable 6 year work experience and the newly acquired certificate presented a fairly lucrative portfolio of credentials, which he took to a large MNC. The offer from MNC seemed irresistible and Rahul had no hesitation in quitting the company that had spent nearly Rs.50,000 on his training. Rahul, on his part, had expressed a desire to stay, but he was told by the management that there were no anticipated openings at management level and he might have to wait for his turn patiently.

Rahul's manager Vikram is caught in a dilemma now. Loss of Rahul meant a ten-month set-back for the project Rahul was working on. He also felt that the extensive training Rahul had received at the company's expense was little utilized, compared to what Rahul would have contributed, had he remained with the company. Another pressing problem started Vikram in the face-many others may be waiting in the queue. Rahul had shown the other trainers that, if the firm would not recognize and reward his capabilities, other employment could be easily found.

- As Rahul's manager, what would you do to retain him? (05 Marks)
- What changes would you recommend in the company's employee development programmes? (05 Marks)
- Does it make sense to develop employees at company's expense, only to lose them afterwards? What policy guidelines would you advance to as to benefit trainees as well as the company? (10 Marks)
