



**Galgotias College of Engineering and Technology, Greater Noida**

**Pre-University Test (PUT): Odd / Even Semester 2024-2025**

Roll No.: .....

Course/Branch : MBA Semester : 3<sup>rd</sup>  
Subject Name : ERL Max. Marks : 100  
Subject Code : KMBNHR02 Time : 180 min

- CO-1 Knowledge of Industrial Relation Framework**  
**CO-2 Competency to understand the importance of Employee Relation within the perspective of Industrial Relation**  
**CO-3 Knowledge about relevant Laws of HR management**  
**CO-4 Competency to interpret and implement the Labor Laws within organization**  
**CO-5 Competency to use Collective Bargaining and Grievance redressal Mechanism**
- Section – A # 20 Marks (Short Answer Type Questions)**  
 Attempt ALL the questions. Each Question is of 2 marks (10 x 2 = 20 marks)

| Q. No | CO  | Question Description # Attempt ALL the questions. Each Question is of 2 marks |      |
|-------|-----|---|------|
| 1 a   | CO1 | What are the key tools of Employee Relations Management (ERM)?                | (K1) |
| b     | CO1 | How does globalization impact industrial relations in a liberalized economy?  | (K1) |
| c     | CO2 | What are the objectives of The Trade Unions Act, 1926?                        | (K1) |
| d     | CO2 | What is the significance of collective bargaining in industrial relations?    | (K2) |
| e     | CO3 | Explain the Grievance Settlement Procedure in Indian industrial relations.    | (K2) |
| f     | CO4 | What is the role of employee participation in industrial democracy?           | (K1) |
| g     | CO4 | List the key provisions of The Factories Act, 1948.                           | (K1) |
| h     | CO4 | What are the latest amendments to The Payment of Wages Act, 1936?             | (K1) |
| i     | CO5 | What is the primary objective of The Maternity Benefit Act, 1961?             | (K1) |
| j     | CO5 | How does The Payment of Minimum Wages Act, 1948 regulate wages?               | (K1) |

**Section – B # 30 Marks (Medium Answer Type Questions)**  
 Attempt ALL the questions. Each Question is of 6 marks (5 x 6 = 30 marks)

|      |      |  |      |
|------|------|--|------|
| Q.2. | CO-1 | Discuss the concept of industrial democracy and its significance in participative management.<br>OR<br>Analyze the role of trade unions in industrial relations and discuss the issues of politics and outside leadership in trade unions.                                   | (K4) |
| Q.3. | CO-2 | Explain the types and procedure of collective bargaining. Why is it significant in industrial relations?<br>OR<br>Explain the role of preventive and settlement machinery in managing industrial disputes in India? (K5)   | (K5) |
| Q.4. | CO-3 | What are the objectives and key features of The Workmen's Compensation Act, 1923? Provide examples.<br>OR<br>Discuss the key provisions of The Factories Act, 1948, and its role in ensuring workplace safety. (K6)  | (K1) |
| Q.5. | CO-4 | Discuss the objectives and key provisions of The Employee State Insurance Act, 1948, along with its latest amendments.<br>OR<br>What are the key challenges in implementing wage and labor regulations in India's informal sector? Provide suggestions for improvement. (K1) | (K6) |

|      |      |   |      |
|------|------|---|------|
| Q.6. | CO-5 | Discuss the significance of The Maternity Benefit Act, 1961, and its amendments in supporting women employees.<br>OR<br>Discuss the objectives and scope of The Payment of Gratuity Act, 1972, and its 2018 amendment. Why is it significant for employee welfare? (K6) | (K6) |
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**Section – C # 50 Marks (Medium Answer Type Questions)**  
 Attempt ALL the questions. Each Question is of 10 marks.

|       |      |   |      |
|-------|------|---|------|
| Q.7.  | CO-1 | Attempt any ONE questions. Each question is of 10 marks.<br>a. Explain the objectives, recognition, and registration process under the Trade Unions Act, 1926 and its Amendment Bill, 2019.<br>b. What are the challenges faced in linking industrial relations with the economic growth of a country? Provide examples. (K1) | (K5) |
| Q.8.  | CO-2 | Attempt any ONE questions. Each question is of 10 marks.<br>a. Evaluate the advantages of employee participation in management and the methods used for participation in India. (K5)<br>b. Discuss the provisions of the Industrial Employment (Standing Orders) Act, 1961, and its role in maintaining discipline. (K6)      | (K5) |
| Q.9.  | CO-3 | Attempt any ONE questions. Each question is of 10 marks.<br>a. Explain the amendments made to The Payment of Wages Act, 1936 in 2020, and discuss their implications. (K5)<br>b. Analyze the significance of The Industrial Disputes Act, 1947, in managing conflicts between employers and employees. (K4)                   | (K5) |
| Q.10. | CO-4 | Attempt any ONE questions. Each question is of 10 marks.<br>a. What are the challenges and measures under the Child Labour (Prohibition & Regulation) Act, 1986, and its latest amendments? (K1)<br>b. Explain the Payment of Minimum Wages Act 1948, and discuss the revisions made in 2019, 2020, and 2021. (K5)            | (K5) |
| Q.11. | CO-5 | Attempt any ONE questions. Each question is of 10 marks.<br>a. Elaborate the provisions of The Payment of Bonus Act, 1965, along with their amendments. (K6)<br>b. Explain the key provisions of The Employee's Provident Fund & Miscellaneous Provisions Act, 1952, and their impact on employee welfare. (K5)               | (K6) |