

**MBA in BEPF/PP/EM Sem.-3 Examination**  
**BHR/PHR/EHR\_305**  
**MIR**

Time : 2.30 Hours]

December-2025

[Max.Marks : 70

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- Q.1 An Textile company in Ahmedabad is having manpower of around 15000 employees, the average age is around 45 years, average salary is around Rs 55000 and average qualification is ITI, the turnover in 2024-2025 is around 2500 crores and the profit is around 400 crores. The recognized Trade Union wants to prepare a Charter of Demand (COD) as the wage revision is around the corner, as an Industrial Relations consultant can you help them in preparing the COD, the scope of COD is wage revision for 3 threes, medical and life insurance, working conditions, etc (14)
- Q.2 Discuss salient features of Industrial Disputes Act, 1947? (14)  
Or
- Q.2 Discuss about lay-off, lockout, strike, retrenchment, closure provisions as per Industrial Disputes Act, 1947? (14)
- Q.3 Discuss Collective Bargaining as an important tool to resolve Industrial Conflicts? (14)  
Or
- Q.3 Discuss the Workers Participation in Management concept in details and also discuss its advantages in maintaining Industrial Peace and harmony? (14)
- Q.4 Discuss provisions regarding Health & Welfare of Workers as per Factories Act, 1948? (14)  
Or
- Q.4 Discuss Welfare, opening and closing hours, employment of children, young persons and women as per Shops and Establishment Act, 1948? (14)
- Q.5 Discuss some important characteristics of Indian labour. Also discuss the evils and benefit of migrations of Indian Labours to Industry? (14)

