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**1505E654**

Candidate's Seat No : \_\_\_\_\_

**PGDM in HRM Sem.-2 (E) Examination  
Management of Industrial Relations & Labour Laws**

**Time : 2-30 Hours]**

**May-2025**

**[Max. Marks : 70**

**Q:1. Attempt any two Short-notes. (14 Marks)**

- I. Objective and Scope of Industrial Dispute Act 1947
- II. Provisions relating to "Safety" under Factories Act 1948
- III. Impact of Bangalore Water Supply VA. Rajappa on the definition of "Industry".

OR

**Q:1. What is "Industrial Relations". Explain the Impact of Globalisation on IR.(14 Marks)**

**Q:2 What is "Maternity Leave" and Applicability of Maternity Act? Explain provisions for "Leave for Miscarriage" and "Leave for illness arising out of pregnancy, delivery, premature birth of child, or Miscarriage".(14 Marks)**

OR

**Q:2 When Employee is Liable to Pay "Compensation"? Explain Provisions for below mentioned cases under Employee Compensation Act. (14 Marks)**

- I. In Case Injury Leads to Death
- II. In a case where the injury leads to Permanent Total Disablement
- III. In a case where the injury leads to temporary disablement

**Q:3 Define "Trade Union". Explain Objective and Types of Trade Union. (14 Marks)**

OR

**Q:3 What is "Gratuity" and its objectives. Explain provision under Section 2(A) "Continuous Service" of Gratuity Act and write formula for Gratuity Calculation for below case: (14 Marks)**

1. Where Gratuity Act is Applicable
2. Where Gratuity Act is not Applicable

**Q:4) Discuss the objectives, scope and important benefits of the Employee's State Insurance Act, 1948.(14 Marks)**

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OR

Q:4) What is POSH Act? In addition, write Full Form of "POSH" and Explain duties of Employer under POSH Act. **(14 Marks)**

Q:5) Explain importance of "Equal Remuneration Act 1976"? What is the meaning of 'same work or work of a similar nature' as defined in the Equal Remuneration Act 1976. **(14 Marks)**

OR

Q:5) What are the different kinds of funds maintained by the Trade Union? Explain the procedure for contribution for the funds. **(14 Marks)**

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