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Sr. No. of Question Paper : 171

Roll No.....

Unique Paper Code : 101635

Name of the Course : **BBS**

Name of the Paper : Industrial Relation and Labour Legislation

Semester : VI (2014)

Duration : 3 Hours

Maximum Marks : 75

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt **ALL** Questions.

1. Explain the parties to industrial relations and pattern of interaction between them ? What are the factors affecting Industrial Relations ? (12)
2. Explain the privileges of a registered Trade Union. What is the criteria for using Funds of Trade Union as per Trade Union Act, 1926 ? (12)
3. How is bonus determined as per Payment of Bonus Act, 1965 ? What is the eligibility and disqualification criteria of Bonus ? (12)
4. Discuss the different levels and Modes of Worker's Participation in India. What are the requirements of effective Worker's Participation ? (12)

5. Case Study :

Mohanlal, the lineman (electrical), was working in the power supply group of electrical maintenance section of the Mines Department. He had 15 years of experience of repair and maintenance of high tension (6.6 kV) and low tension (440V) overhead electric lines. From the beginning of the mines operation, he

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was engaged for the erection of electrical lines in the quarry area of the mines. During his service, he acted as leader of the crew whenever the charge man was absent. One day at 1.00 p.m. a message was received in the Mine Control Center that Mohanlal had fallen from a low-tension pole. He was shifted to the mines hospital where he was declared unfit for 6 weeks due to injuries on his shoulder, legs and hands. On preliminary inquiries from his co-workers, it was gathered that he was sent to attend the fuse complaint from the union office in the camp area. He was assisted by two persons. The helpers, who were at the site, said that Mohanlal checked the electrical circuit of the premises and upon finding everything in order, concluded that the supply was disconnected from the service lines on the pole near the office. He climbed the pole, but before he could attend to the fault, he fell down from the height of about 6.5 meters and sustained physical injuries. He stated in the hospital that as he climbed the pole, his elbow made contact with some metallic and that he felt some sensation in the nerves due to which he could not hold pole firmly. In addition, the grip of one of his legs was lost. Consequently, he lost balance and fell down. On interrogation, as to why he did not use a ladder and safety belt, he replied that he had not assessed this to be a job of line repair work, further, he had been doing such repairs many times earlier without the ladder and the safety belt. He also pointed out the non-availability of transport and manpower for carrying the tools and tackles to the accident site. He also confirmed switching off the main supply feeding that area.

- (i) What are the issues in this case study ?
- (ii) Should Mohanlal be given paid leave and compensated as per Workmen's Compensation Act ?
- (iii) Should he be penalized for his negligence or violation of safety regulations, if any ? (12)

6. Write short notes on **Any Two** :

- (a) Industrial Dispute Act, 1947
- (b) Industrial Employment (Standing Orders) Act
- (c) Payment of Gratuity Act (15)

(400)