

M.B.A. DEGREE EXAMINATION, DECEMBER 2015
THIRD SEMESTER

Paper-VI- EMPLOYEE WELFARE AND LABOUR ADMINISTRATION

Time: Three hours

Max. Marks: 70

(No Additional Sheet will be supplied)

PART- A – (5×3 = 15 marks)

Answer ALL questions.

Each question carries 3 marks.

Each answer should not exceed 1 page.

1. Social Concept of Welfare.
2. Trade Unions in Labour Welfare.
3. ILO.
4. Social Insurance.
5. EPF.

PART-B – (4×10 = 40 marks)

Answer ALL questions.

Each question carries 10 marks.

Each answer should not exceed 5 pages.

6. Define labour welfare. Explain the concept and scope of labour welfare.
(OR)
7. Examine the Directive Principles of State Policy on Labour Welfare in India.
8. Explain the Extra – Mural and Intra – Mural labour welfare programmes.
(OR)
9. Explain the role, functions and status of Labour Welfare Officer.
10. Define social security. Explain its aim and objectives
(OR)
11. The 1952 convention of ILO has divided social security into nine components, what are they? Explain them in detail.
12. Explain the functions of Central Chief Labour Commissioner.
(OR)
13. Explain the various training programmes that are organized by Directorate of Training.

PART - C – (1×15 = 15 marks)

Case Study (compulsory)

Answer should not exceed 6 pages.

14. The employees of ABC Company started resorting to work to rule, go slow and other convert agitation methods because they (the employee) thought that the management had unilaterally revised the prices of canteen items without consulting the canteen committee. The management view was that since the recognizes union's registration was cancelled due non – submission return, therefore, the management was not obliged to consult the employees.

[P.T.O]

Consequently, the management also felt that the canteen constituted with the nominees of the then recognized union ceased to be a preventative body. The management entered into an MOU with another registered union. The management constituted a canteen committee with the cooperation of the registered, but not recognized union. During the strike there were some disturbances and an accident in which an apprentice died. The management did not agree to pay compensation on the plea that the deceased person was not an employee of the company. This led to further unrest. The management applied to the appropriate government to allow them a lockout on the pretext of threat to company's property and personnel. In the meantime they also insisted that unless employees sign a 'good conduct' certificate the workers will not be allowed to enter the factory for work. A section of the workers were willing to sign but, the other refused to do so and dubbed the management as indulging in unfair labour practices.

Questions:

1. Did the management resort to unfair labour practices? Explain.
2. Is the management correct in creating the recognition as cancelled when the union's registration was cancelled due to some technical reasons and constituting another canteen committee and holding discussions and signing MOU with another union?
3. Is this a case of strike or lockout? Explain.
4. Is the management right in insisting on 'good conduct' certificate? Are the workers right in protesting against their signing a 'good conduct' certificate as a pre-requisite for entering factory premises for work?

