SKIT COLLEGE KD-64

BBA DEPARTMENT - 5TH SEMESTER

(Assistant lecturer - RADHA VISHNOI)

Subject -Industrial Relations & Labour Law (BBA 5th Sem)

Important Questions: Industrial Relations & Labour Law (BBA 5th Sem)

1. Define Industrial Relations.

What are the key objectives and importance of industrial relations in an organization?

2. Discuss the causes and consequences of industrial disputes.

Also explain the preventive and settlement machinery under Indian labour laws.

3. What are Trade Unions?

Explain the role, objectives, and functions of trade unions in India.

4. Discuss the provisions of the Trade Unions Act, 1926.

How does this act regulate the registration and rights of trade unions?

5. What is Collective Bargaining?

Explain its process, importance, and limitations in the Indian context.

6. Differentiate between Lay-off, Retrenchment, and Termination.

Under what circumstances can these actions be taken legally?

7. Explain the concept and objectives of Workers' Participation in Management (WPM).

What are its advantages and limitations?

8. What is the Industrial Disputes Act, 1947?

Discuss its objectives, scope, and key provisions.

9. What are the different types of strikes and lockouts under the Industrial Disputes Act?

When are strikes and lockouts considered legal or illegal?

10. Discuss the role of grievance redressal machinery in industrial relations.

What are the steps in a typical grievance handling procedure?

11. What is a Standing Order under the Industrial Employment (Standing Orders) Act, 1946?

Why is it important, and how is it certified?

12. Write short notes on:

a) Adjudication

b) Conciliation

c) Arbitration

13. Explain the role of the Labour Courts and Industrial Tribunals.

How do they help in resolving industrial disputes?

14. Discuss the key provisions of the Minimum Wages Act, 1948.

What are the factors considered in fixing and revising minimum wages?

15. Explain Social Security Legislations in India.

Briefly describe key acts like the Employees' Provident Fund Act, ESI Act, and Payment of Gratuity Act.

Answer-1.

1. Define Industrial Relations. What are its objectives and importance?

Answer:

Industrial Relations (IR) refers to the relationship between employers, employees, and the government, and the institutions and associations through which such interactions are mediated. It covers all aspects of employment, from collective bargaining to dispute resolution and labour legislation.

Objectives:

Maintain harmonious employer-employee relationships.

Protect the rights of workers and employers.

Promote industrial peace and productivity.

Ensure fair wages and better working conditions.

Importance:

Helps avoid industrial disputes and strikes.

Encourages cooperation and communication.

Increases productivity and job satisfaction.

Supports economic development.

2. Discuss the causes and consequences of industrial disputes.

Answer:

Causes:

Wage demands and salary disputes.

Poor working conditions.

Retrenchment or layoffs.

Trade union rivalry.

Lack of communication between management and workers.

Consequences:

Loss of productivity and economic output.

Poor employer-employee relations.

Violence or destruction of property.

Negative impact on the company's reputation.

Preventive Measures:

Proper grievance handling.

Regular dialogue and collective bargaining.

Legal machinery like conciliation and adjudication under the Industrial Disputes Act, 1947.

3. What are Trade Unions? Explain their role and functions.

Answer:

Trade Unions are organized groups of workers formed to protect and promote their common interests, such as wages, working conditions, and benefits.

Functions:

Collective bargaining on behalf of workers.

Representing workers in disputes and negotiations.

Ensuring legal rights and protection.

Educating members about labour rights.

Promoting welfare activities.

They play a vital role in balancing power between employers and workers and improving industrial democracy.

4. Discuss the provisions of the Trade Unions Act, 1926.

Answer:The Trade Unions Act, 1926, provides for the registration and regulation of trade unions in India.

Key Provisions:

Minimum of 7 members required to form a union.

Registration through the Registrar of Trade Unions.

Legal status as a body corporate.

Rights to collective bargaining and strike (under certain conditions).

Immunity from civil suits for legitimate trade union activities.

The Act aims to give legal recognition and protection to trade unions and their activities.

5. What is Collective Bargaining?

Answer:

Collective Bargaining is the process of negotiation between employers and a group of employees (usually represented by a union) to determine terms of employment.

Process:

Preparation and discussion.

Proposal and counter-proposal.

Bargaining and negotiation.

Agreement and implementation.

Importance:

Helps in resolving conflicts.

Improves working conditions.

Builds trust and cooperation.

Limitations:

Ineffective in unorganized sectors.

Conflicts among multiple unions.

6. Differentiate between Lay-off, Retrenchment, and Termination.

Answer:

Lay-off: Temporary removal of an employee due to lack of work, machinery breakdown, etc. Employee retains employment status.

Retrenchment: Permanent reduction of workforce due to redundancy. It requires notice and compensation under the Industrial Disputes Act.

Termination: Dismissal of an employee by the employer, which may be voluntary or due to misconduct, incompetence, or retirement.

Each has different legal implications and procedural requirements.

7. Explain Workers' Participation in Management (WPM).

Answer:

WPM refers to the involvement of employees in decision-making processes at various levels of the organization.

Objectives:

Promote industrial democracy.

Enhance cooperation and mutual respect.

Improve productivity and morale.

Forms:

Works Committees.

Joint Management Councils.

Quality Circles.

Advantages:

Better decision-making.

Reduced conflicts. ,Increased sense of belonging.

Limitations:

Lack of interest or training among workers.

Resistance from management.

8. What is the Industrial Disputes Act, 1947?

Answer:

The Industrial Disputes Act, 1947, provides a legal framework for the investigation and settlement of industrial disputes.

Objectives:

Promote industrial peace.

Prevent and resolve disputes.

Ensure fair practices.

Key Provisions:

Definitions of strike, lockout, lay-off, etc.

Authorities for dispute resolution: Conciliation Officers, Labour Courts, and Industrial Tribunals.

Provisions for notice of change, retrenchment, and compensation.

9. What are the types of strikes and lockouts under the Industrial Disputes Act?

Answer:

Types of Strikes:

General Strike: Mass strike across industries.

Sympathetic Strike: In support of another group.

Sit-down Strike: Workers stop work but stay in premises.

Slow-down Strike: Workers reduce output intentionally.

Legal vs Illegal Strike:

A legal strike requires notice and is conducted after fulfilling conditions under the Act.

Illegal strikes occur without notice or during ongoing conciliation proceedings.

Lockouts are employer-initiated work stoppages; legality depends on compliance with the Act.

10. Role of Grievance Redressal Machinery.

Answer:

A grievance redressal system allows employees to express concerns and seek resolution.

Steps:

1. Identification of grievance.

2. Informal discussion.

3. Formal written complaint.

4. Investigation and resolution.

5. Appeal, if unresolved.

Importance:

Maintains industrial peace.

Improves employee morale.

Avoids escalation into disputes.

11. What is a Standing Order?

Answer:

Under the Industrial Employment (Standing Orders) Act, 1946, employers are required to define the conditions of employment through documented rules (Standing Orders).

Key Areas Covered:

Work hours.

Leave rules.

Misconduct and disciplinary action.

Grievance procedure.

Importance:

Ensures transparency and consistency.

Legally binds employer and employee.

Must be certified by a Certifying Officer.

12. Short Notes on:

a) Adjudication:

Legal process where Labour Courts or Tribunals resolve industrial disputes.

b) Conciliation:

Mediatory role by a Conciliation Officer to help parties reach a settlement.

c) Arbitration:

Dispute resolution method where an impartial third party gives a binding decision.

13. Role of Labour Courts and Industrial Tribunals

Answer:

They are adjudicatory bodies under the Industrial Disputes Act.

Labour Courts:

Handle disputes on standing orders, wrongful termination, etc.

Industrial Tribunals:

Deal with matters related to wages, hours of work, bonuses, etc.

Role:

Provide impartial and timely resolution.

Help maintain industrial harmony.

14. Key Provisions of the Minimum Wages Act, 1948

Answer:

This Act mandates minimum wage payment to workers in specified employments.

Key Provisions:

Fixation and revision of minimum wages.

Different rates based on skill and region.

Overtime payments.

Penalties for non-compliance.

Objective: To protect workers from exploitation and ensure a decent standard of living.

15. Social Security Legislations in India

Answer:

These laws aim to provide financial and social protection to workers.

Important Acts:

Employees’ Provident Fund Act, 1952: Retirement savings scheme.

Employees' State Insurance Act, 1948: Medical benefits for workers.

Payment of Gratuity Act, 1972: Lump sum payment to employees after 5 years of service.

Importance:

Promotes worker welfare.

Ensures income security.