**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU -27**

Registration Number:

Date & Session

**BBA/BBASF–VI SEMESTER**

**SEMESTER EXAMINATION: APRIL 2024**

**(Examination conducted in May /June 2024)**

**BADEH 6423: Employee Relation and Labour Welfare**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 60**

**This paper contains \_2\_ printed pages and \_4\_ parts**

**PART A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Define labour welfare.
2. What are the various forms of sexual harassment in the workplace?
3. What are the objectives of Employee Provident Fund and Miscellaneous Provision Act,1952?
4. Write any two key benefits of implementing employee welfare programs in organizations?
5. Mention any four common sources of industrial disputes.
6. Define Interpersonal relationships.

**PART B**

**II.** Answer ***any four*** of the following (**4x5 = 20 Marks)**

1. Write a note on key stakeholders in employee relations.
2. Explain the factors that led to the introduction of the National Labour Relations Act (NLRA).
3. Outline the provisions of the Employee State Insurance Act, 1948.
4. How does implementing employee welfare programs contribute in improving employee morale within organizations?
5. Enumerate any five strategies for resolving conflicts and disputes in the workplace.

**PART C**

**III.** Answer ***any two*** of the following (**2x10 = 20 Marks)**

1. Identify the challenges and criticism in implementing labour laws.
2. Discuss the key provisions and benefits offered by the Maternity Benefit Act,1961.
3. Discuss the role of labour unions in the development and enforcement of labour laws.

**Part D**

**III. Answer the following (1x10=10 Marks)**

15. Case Study

Omega Manufacturing, a leading industrial company specializing in automobile components, employs a large workforce in its factory. However, recent audits conducted by labor authorities reveal that a significant portion of the factory workers are being paid wages below the minimum wage stipulated by the Minimum Wage Act, 1948. This violation has surfaced due to complaints from workers and increased scrutiny by regulatory bodies. Consequently, there is a sense of dissatisfaction and unrest among the workforce, leading to disruptions in production and strained employer-employee relations. Omega Manufacturing now faces the challenge of rectifying the situation and adhering to the provisions of the Minimum Wage Act, 1948 while sustaining its operations.

**Questions:**

a. What is the main purpose of the Minimum Wage Act, 1948 and how does it benefit workers in industries across the country? (5 Marks)

b. What strategies can Omega Manufacturing use to rebuild trust and create a positive workplace after fixing wage payment issues in line with the Minimum Wage Act, 1948? (5 Marks)