

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM / PGDM (M) / PGDM (SM)

FOURTH TRIMESTER (Batch 2024-26)

END TERM EXAMINATIONS, OCTOBER 2025

SET-2

Course Name	Industrial Relations and Labour Laws	Course Code	20323
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- All the questions are compulsory, against which marks are indicated.
- Permissible Similarity is 10%, Penalty Clause: 11-20% - Minus 5 Marks, > 20% - Reappear.**
- Show all the steps and calculations.
- Provide reasoning where legal interpretations conflict.
- Be precise and objective in your answers with a max. word limit of 800 words.

Q1: Sunita, a quality engineer earning ₹92,000/month, worked full-time from Jan 2012 but took intermittent leave in February and March 2025 for medical reasons. She delivered twins in April and resigned in September 2025. The employer claims that her intermittent leave affects maternity pay and gratuity. **Estimate** Sunita's maternity benefit and gratuity. **Assess** whether intermittent leave counts as service for benefit calculation, whether resignation affects entitlement, and **evaluate** how dues would differ if she were retrenched instead. (10 marks) – **CLO3**

Q2: During a chemical spill, Manoj (₹30,000/month, 50% permanent partial disablement, hospitalized 90 days) suffered injuries, while Karan (₹25,000/month, contract worker) died. The contractor did not maintain insurance. The principal employer contests liability. **Calculate** compensation for Manoj and Karan. **Assess** whether contributory negligence or contractor default alters payment. **Examine** how outcomes change if Karan were permanent or if Manoj had fatal injuries. (10 marks) – **CLO3**

Q3: Alpha Manufacturing has 350 permanent workers entitled to 21 days of annual leave with wages. Ravi, a senior technician (₹60,000/month, joined 1 Jan 2015), has 10 days from 2023, 5 days from 2024, and 8 days accrued in 2025. Management allows leave encashment only on resignation or retirement. Ravi resigns on 31 Aug 2025. Leave encashment wages have been delayed, and deductions were made for unapproved leave. Employees claim encashment should include basic pay plus allowances. **Infer** and compute Ravi's total annual leave encashment based on his unused leave. **Analyze** whether deductions for unapproved leave are valid. **Examine** if delayed wage payments affect his entitlement. **Infer** how the calculation changes if he were terminated instead of resigning voluntarily. (10 marks) – **CLO2**

Q4: NovaTech Industries employs 450 permanent and 150 contract workers. In August 2025, 120 permanent workers went on strike without notice over unpaid overtime and unsafe machinery. Management declared the strike illegal and locked out 50 workers. The union requested conciliation, but management delayed participation for 5 weeks. A government conciliation officer attempted settlement, which failed. The dispute was referred to arbitration, and the arbitrator awarded back wages for the strike period and reinstatement of locked-out workers. Management contested the award in court. **Analyze** the effect of delayed conciliation and the validity of back wages and reinstatement claims. **Infer** and compute back wages for 50 locked-out workers (average wages ₹28,000/month, strike lasted 20 days). (10 marks) – **CLO2**