

operator refused to push the trolley which he had been doing for years together. The Supervisor told the workman that he should do the allotted job otherwise it will be treated as a case of insubordination for which would be liable for punishment.

The workman however was reluctant to do the job of pushing the trolley and therefore the Supervisor reported the matter to his Department Head. The Department Head took up the matter with the Top Management and it was decided to Suspend the Workman pending enquiry. As soon as this was done the Union Committee Members who were present gave a call for a lightening strike and the entire operations came to a standstill.

Analyse the case and answer the following questions.

- (a) Do you think the Union was right in putting up supplementary demands When the Settlement was still in force.
- (b) What do you think about the legality of the Settlement?
- (c) What advise would you give to the Management to deal with the lightening strike?
- (d) What action do you think should be taken against the workman who has refused to push the trolley?

## MBAC 1004

M.B.A. DEGREE EXAMINATION,  
DECEMBER 2015/JANUARY 2016.

First Semester

General/Marketing/Finance/IB/HRM/RM/Tourism

### BUSINESS ENVIRONMENT AND LAW

(2012 – 2013 Batches)

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Explain the need for ethics in business.
2. Explain the features of a multi-national company.
3. What is Crossing of a cheque? Explain the forms of crossing of cheque with illustrations.
4. What is a Debenture? Explain the types of debentures.
5. Explain various procedures for settlement of Industrial disputes as per the provisions of Industrial Disputes Act, 1947.
6. Explain the social responsibility of a business towards consumers, workers and shareholders.
7. Explain the different forms of foreign capital.
8. What are the various types of endorsement?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Discuss the various types of environmental factors which affect the business..
10. Examine the opportunities and challenges faced by MNCs.
11. What do you mean by consideration? Explain legal rules regarding consideration.
12. Explain the contents of Memorandum of Association. What are the different modes of winding up of a company?
13. Explain the provisions of the Workmen's Compensation Act, 1923 relating to obligations of employers and Notice and Claim.
14. Suggest how a business may manage the political-legal environment in a market.
15. Explain various provisions of the Factories Act, 1948 relating to Health measurements and working hours.
16. Examine the rights and duties of Agents and Principal as per contract of agency.

PART C — (1 × 20 = 20 marks)

Compulsory

17. In a Company employing 500 employees, a Settlement has been signed between the Representatives of the Management and the Union. The Settlement has been signed with the Recognised Union. Under the terms of the

Settlement the average raise given per workman is Rs.900/- per month. The Settlement is for a period of 3 years effective from 1st January 2002 to 31st December 2004. The settlement provides for improvement in productivity by 10%. The workmen are generally happy with the Settlement. All of them are religiously implementing the provisions of the Settlement as far as improvement in productivity is concerned. After about one year when the other Companies signed new settlements there was discontentment among the workers as the wages of workers in the other Companies had gone up substantially. The workers were now discussing with their Union Leaders and telling them about the need to get some further increases in their emoluments.

The Union leaders met the Representatives of the Management and told them that they were under very severe pressure from the workers for demanding further increase in view of the changed industrial scenario. The Management Representatives told the Union leaders that till the subsisting Settlement was in force they should not expect any increase in their emoluments.

The Union under pressure from the workers gives a supplementary Demand to the Management demanding an adhoc increase of Rs.600/= per employee. They also told the Management that hereafter the operators would not do the job of pushing the trolleys as this job has to be done by Helpers. Immediately there after one of the