

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER– III EXAMINATION – WINTER 2019****Subject Code: 4539293****Date: 30-11-2019****Subject Name: Management of Industrial Relations and Labour Laws****Time: 10:30 AM TO 1.30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q. 1** Define and give suitable examples for each type of change mentioned below:
- (a) Joint Management Councils
 - (b) Apprentice
 - (c) Social Justice 14
 - (d) Intramural & Extramural Labour Welfare Schemes
 - (e) Hazardous Process under Factories Act, 1948
 - (f) Certifying Surgeon
 - (g) Industrial Tribunal
- Q. 2** (a) Explain the importance of standing orders in Indian industry and the need for giving them a statutory force 07
- (b) Summarize the provisions of the Child Labour (Prohibition and Regulation) Act, 1986. What amendments will you suggest in the existing legislation? 07
- OR**
- (b) Define Labour Welfare. State the types of Labour Welfare? Discuss the principles on which the welfare measures are laid on? 07
- Q. 3** (a) Describe the composition, powers and functions of various authorities under the Industrial Dispute Act? 07
- (b) Describe different levels and forms of labour-management cooperation? 07
- OR**
- Q. 3** (a) Define 'Grievance' & 'Grievance Procedure'? Briefly describe the model grievance procedure adopted by the Indian Labour Conference. 07
- (b) Discuss the Salient Features of Apprentice Act, 1961? 07
- Q. 4** (a) What are the different kinds of Workplace Harassment under the Sexual Harassment of Women Act? 07
- (b) Explain the provisions of the Factories Act, 1948, relating to hours of work, spreadover, weekly rest, rest intervals, overtime work and annual leave with wages? 07
- OR**
- Q. 4** (a) Discuss the obligation of the employer, contractor and employee under the Contract Labor (Regulation & Abolition) Act, 1970? 07

- (b) Ramanujan, a workman of Heer Medical has been a chronic absentee. His past record is extremely poor. He has remained absent continuously for 20 days from 1st April to 24th April 2019. Draft a Charge-sheet-cum-notice of enquiry scheduling a Domestic enquiry on 5th May 2019 at 11.00 Hours in the Personnel Department of the Company?

Q. 5 Industrial Relations & the Victorian Rail, Tram and Bus Union

The Victorian Rail, Tram and Bus Union have declared that they will be taking industrial action against their employer Connection Travel in an attempt to get more staff placed at every station in the city. The premise of the union's industrial action campaign is that a much needed boost in staffing levels is required to improve security for travelers across all forms of public transport. In particular, they demand that Connection Travel and the Victorian Government employ adequate numbers of personnel to staff every station throughout the metropolitan area starting with the City Loop.

At present the union claimed: only 57 of the city's 215 stations are staffed during the day and this is not adequate staff to station ratio. Although in the past year about 51 staff were added to 31 stations to staff stations in the mornings while an additional 20 employees were employed to staff stations at night, this is still not enough to ensure the safety of travelers using the service.

Among its claims, spokesperson for the Victorian Rail, Tram and Bus Union, Nickolas Muir, raised the issue that although closed circuit surveillance equipment is available at stations it is now outdated and often in disrepair mainly due to vandalism. He stated that "station monitoring and surveillance equipment needed upgrading" and that "current training practices were insufficient" as was the "basic first aid training provided to workers". He believes that Connection Travel needs to get their act together and start looking after its employees, especially since the terrorist's attacks of 911 and the recent London bombings. "Connection Travel has not provided adequate training for its staff to deal with such a major disruption to the transport system especially if there was a terrorist attack on Melbourne", Nickolas Muir said.

Spokesperson for the Victorian Rail, Tram and Bus Union, Nickolas Muir stated that industrial action will follow if Connection Travel and the Victorian Government were not willing to come to the table to discuss and solve their issues of concern. When asked to comment, a Government representative was quoted as saying "the union is being unrealistic, optimistic and demanding". "Connection Travel would go bankrupt if it had to provide for two hundred additional staff, as well as training for one thousand workers, along with introducing new closed circuit television and monitoring at every station." "The union is simply asking for too much" the Government representative stated.

The union has put forward their argument to the public and are asking for their support and consideration while their industrial campaign is in force. The union spokesperson stated that “the public need to send a message to Connection Travel and the Victorian Government that they want added security in the form of physical presence. Extra staff are needed at every station; not just the major ones. This would stop fare evasion and provide the much needed security for the elderly, the very young and the vulnerable. This is a life and death situation. Travelers on trains need to feel safe while travelling.”

He went on further to say that “if the London terrorist attacks had occurred in Melbourne; staff would not know the evacuation procedures as they have not been provided with formal training and emergency plans. In an interview with this reporter a senior representative of Connection Travel responded to these claims by saying “All staff is provided with basic emergency training when they undergo orientation to the organization. The senior representative of Connection Travel went on to say “evacuation and emergency plans are located with each station and in each office and in the driver’s compartment of each and every train, tram and bus.

- (a) Identify the industrial relations issue causing conflict in this article 07
- (b) Identify the parties to the public transport dispute and discuss their role in the dispute (who they represent). 07

OR

- Q.5**
- (a) Discuss the union’s perspective of the issue. Do you agree or disagree with it? Explain 07
 - (b) Discuss the employer’s perspective of the issue. Do you agree or disagree with it? Explain 07
