

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER - 3 - EXAMINATION – SUMMER 2021

Subject Code: 4539293

Date: 17/08/2021

Subject Name: Management of Industrial Relations and Labour Laws

Time: 02:30 PM TO 05:30 PM

Total Marks: 70

Instructions:

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

Q. No.	Question Text and Description	Marks
Q.1	Terms (a) Lay-off (b) Trade union (c) Employees grievances (d) Retrenchment (e) Sexual harassment (f) Apprenticeship (g) Conciliation	14
Q.2	(a) What is Labour Laws? Explain objectives and Principles of Labour Laws. (b) Define “Contract Labour”. Explain the prohibition of employment of Contract Labour.	07 07
	OR	
Q.2	(b) Explain Child Labour Act, 1986 with prohibitions of employment of children in certain occupations and processes.	07
Q.3	(a) Explain the provision regarding the Safety of workers as per the Factory Act 1948. (b) Explain the statutory & non-statutory forms of worker’s participation in Management.	07 07
	OR	
Q.3	(a) What is Labour Welfare? Explain different theories of Labour Welfare. (b) Give the definition of Discipline & explain the procedure for disciplinary action.	07 07
Q.4	(a) Explain various stages of grievance handling mechanism within an organization. (b) Explain Apprentice Act, 1961 in brief.	07 07
	OR	
Q.4	(a) What are the important Supreme Court’s guidelines on the sexual harassment of women in workplace? (b) What is an industrial dispute? What are the legal provisions concerning strikes and lockouts?	07 07

Q.5

CASE STUDY:

Mr. A is a habitual absentee and remains absent without any intimation and proper sanction of leave. His absentee records show that he remained absent from his duties without proper sanction of leave for 96 days during the last one year. He was advised number of times to improve his attendance but despite verbal advises and assurance given to him, he has not shown any improvement in his attendance. Habitual absence on the part of an employee is major misconduct under Standing orders no. 22(iv) of the Company. As an IRO officer of the company you have to issue him a charge-sheet for 'Habitual Absence.' Please draft the charge sheet to be issued to the concerned employee.

- (a) Please draft the charge sheet to be issued to the concerned employee. **07**
(b) What are other disciplinary actions that can be taken against Mr. A **07**

OR

Q.5

CASE STUDY:

Ramesh was just promoted as a shift officer. The promotion became effective when his immediate superior Mr. Sharma was out of town for a few days. Due to illness of Ramesh's subordinate the work schedule was not being met. He decided to pitch in and help spending about four hours daily in production. When Mr. Sharma returned to his work, Ramesh is not available, as he is not working on the shop floor. He is upset and tells him that it is the function of the supervisor to accomplish work with and through other people and not do it himself.

- (a) What was the initial problem in this case? **07**
(b) In the above given situation what will be the role of HR manager.
