

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER -III– EXAMINATION – WINTER 2021

Subject Code: 4539293

Date: 19-02-2022

Subject Name: Management of Industrial Relations and Labour Laws

Time: 10:30 AM TO 01:30 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	Definitions / terms / explanations / short questions based on concepts of theory/practical 1. Trade Unions 2. Hazardous Process 3. Contract Labor 4. Industrial Relations 5. Lay off 6. Retrenchment 7. Conflict	14
Q.2	(a) Explain the provisions regarding health of workers under the Factories Act, 1948. (b) What do you understand by Labor Legislation? Briefly describe the usefulness of Labor Legislation in India.	07 07
OR		
Q.2	(b) Discuss the duties of welfare officer given in the Factories Act, 1926.	07
Q.3	(a) Discuss “Labor is a rule of external human action enforced by the sovereign political authority”. (b) Discuss the provisions of Industrial Disputes Act, 1947 relating to strikes and lockouts.	07 07
OR		
Q.3	(a) Write the note on- Provisions for child labor and Working hour for women. (b) Discuss the role of arbitrator and conciliation officer according to Industrial Dispute Act, 1947.	07 07
Q.4	(a) Discuss the Grievance Handling procedure with suitable example. (b) State the supreme court guidelines for the sexual harassment.	07 07

OR

Q.4 (a) What are the Statutory and Non Statutory Forms of Workers' Participation in Management? 07

(b) State the prohibition of employment of contract labor with example. 07

Q.5 Case Study-

Param is working in a multinational company employing 1400 workmen. The wages in this company is paid on the 10th of each month. The unpaid wages are paid on the 13th of the month. In the month of January 2011, Param was on leave from 8th till the 12th of the month. He resumed duties on the 13th of the month and went to the cash counter to collect his unpaid wage. The cashier asked for his token number and started searching for his unpaid wage pay packet. When he was unable to find his wage packet he asked for his identity card. Param told him that his identity card had been lost about which he had already intimated to the Personnel Manager. The cashier told Param that his wages had already been collected by someone else. He showed him the counterfoil containing the signature of the person who had collected wages on behalf of Param. Param told the cashier that he had not given authority to anyone to collect his wages. On seeing the counterfoil, Param told the cashier that it did not contain his signature and that his signature was forged. He demanded his wages. The cashier expressed his inability to pay him the wages. Therefore, Param met his Union leader and explained him his case and both of them went to the Personnel Manager with the grievance of Param.

(a) You are the Personnel Manager of this company. Explain how will you handle the grievance of Param ? 07

(b) What short term and long term measures will you adopt in this case to solve Param's grievance 07

OR

(a) How would you ensure that such incidents do not occur in future ? 07

(b) What are the major causes for the grievances in this case? 07
