

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA- SEMESTER - III-EXAMINATION- SUMMER-2023

Subject Code: 4539293**Date: 01/07/2023****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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q.1 Explain the Terms: (All Questions are Compulsory) 14

1. Social Security
2. Social Justice
3. Intra mural
4. Extra Mural
5. Lay off
6. Suspension
7. Grievance

Q.2 (a) Discuss how Industrial relation principles of Labour Laws play vital role in managing the Labour relations. 07

(b) Explain the provisions regarding the statutory welfare of workers as per factory act 1948. 07

OR

(b) An employer who fails to submit draft standing orders as required by Section 3 or who modifies his standing orders otherwise than in accordance with Section 10, shall be punishable. 07

Q.3 (a) Which are the sectors that are banned by child labour Act in India. 07

(b) Explain hours of work & leave violation act is perceived in apprentice Act ,1961 07

OR

Q.3 (a) Define the "Contract labour". What are the charges for Prohibition of employment of contract labour. 07

(b) Write and discuss on employment obligations for apprentice training of employee & employer's. 07

Q.4 (a) Explain the Sexual Harassment guidelines. 07

(b) Which are the techniques of resolving the Industrial disputes Acc to Act 1947. 07

OR

Q.4 (a) Which are the provisions led down for strikes, lockouts& layoff in IR. 07

(b) What are liabilities of Principal employer in Contract Labour Act 1970. 07

Q5. Case Study:**(14mks)**

In a unit the operations for a particular section were withheld for a certain period. The section was doubling and twisting yarns as per market requirement. Due to the cut in production, about 25 operators were excess and they were adjusted to different departments like Mixing, Blow room Carding, Rig frame. Mr. Ram Tilak an operator was assigned to Carding department. When Mr. Ram Tilak reported to Carding department, Mr. Khanna said to him, "I do not know whether you will stay here. We have sufficient men and we do not really need any extra person. But I will see that you may be accommodated for doffing or sweeping." So as an operator for a few days, Ram Tilak tried to help other operators for doffing purpose. In the end of the week, Mr. Khanna told Ram Tilak, "I have got news for you. One operator has left the job, so we will be able to engage you on the m/c from monday." On Monday, Mr. Khanna assigned Ram Tilak to Carding m/c. Apparently the job was very easy, it was only to feed the laps from blow room and replacement of full cans with empty one at delivery end. "Here" said Mr. Khanna to Ram Tilak, "watch me do this operation. It's as easy as ABC. A trainee can also do the same job. I sometimes think that a trainee would be better than an experienced operator. " Mr. Khanna explained slowly to Ram Tilak what was happening. After doing it personally, he asked Ram Tilak to do the same operation and said, "Now try it." Ram Tilak performed the job in a correct way. Mr. Khanna said, "Here, I told you there is nothing to do. You can do this job in your sleep also." That was the last time Mr. Khanna spoke to Ram Tilak until Friday. Between Monday and Friday, the following things happened to Ram Tilak: I) Three times break-down on the machine. II) Very low productivity III) Higher CV% IV) Higher naps Ram Tilak used to manage the job with the help of other operators. On Friday as he was putting the laps on the Card one of his fingers was caught under the nip of feed rolls and he got a severe injury of fractures. That was when Mr. Khanna found time to talk to Ram Tilak once again.

- (a): How do you think Ram Tilak feel about his new job? His new boss? **07**
(b): In what way were the incidents that happened to Ram Tilak between Monday and Friday afternoon related to his training? **07**

OR

- (a): What was wrong with the way Mr. Khanna trained Ram Tilak to operate the Carding machine? **07**
(b): If you were Mr. Khanna, what would you have done that he did not do? **07**
