

Seat No.: \_\_\_\_\_

Enrolment No. \_\_\_\_\_

## GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER- III - EXAMINATION – SUMMER 2019

Subject Code: 3539232

Date: 09-05-2019

Subject Name: Management of Industrial Relations and Labour Laws (MIRLL)

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.1 (A) Define following terms briefly 14
- 1 Social Security
  - 2 Works Committee
  - 3 Amalgamation of Trade union
  - 4 Unfair labour practices
  - 5 Negotiation
  - 6 Hazardous process
  - 7 Principal Employer
- Q.2 (A) Explain the term “Industrial Relations”. Explain the System Approach and Gandhian Approach to industrial relations. 07
- (B) Whether the provisions for retrenchment / closure under chapter 5-B of Industrial Dispute Act be removed from the law? Discuss. 07
- OR
- (B) What according to you are the important factors responsible for labour unrest at Honda Motorcycles and Scooters India Ltd. (HMSI)? What measures do you suggest to improve the industrial relations in order to attain the expansion plan of the company? 07
- Q.3 (A) Describe provisions for registration of Trade Union as per Trade Union Act-1926. State the privileges of a registered trade union. 07
- (B) “Role of trade union is diminishing in present day scenario.” Give your critical views on this observation. 07
- OR
- Q.3 (A) Explain the term standing orders. Why are they called so? Mention some major items covered in the standing order as per Industrial Employment (Standing Order) Act, 1946. 07
- (B) Give an overview of status of WPM in India. 07

- Q.4 (A) Define the “Factory”. Explain the provision regarding restriction on employment of women and children workers as per the Factory Act, 1948. Also explain provisions of leave with wages for workers in factory 07
- (B) What are the important Supreme Court’s guidelines on the sexual harassment of women in workplace? 07

OR

- (A) What do you mean by discipline? Explain procedure of disciplinary action in case of employees’ in disciplinary behavior. 07
- (B) Explain following terms as per Industrial Dispute Act, 1947 07
1. Conciliation and Arbitration
  2. Qualifications, rights & duties of Judge of National Tribunal.

- Q.5 Case Study: 14
- A Multinational Company specialized in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms. away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/- per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost.
- When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months.
- The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

**Question-1** Analyze the case given above and elucidate the problem and causes.

**Question-2** Do you justify the Management’s decision? If Yes/No- why?

OR

**Question-3** Are the workers right in their approach? Comment.

**Question-4** As a General Manager – HR of this Company how would you resolve the Problem?

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