

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – WINTER • 2014

Subject Code: 2830303

Date: 11-12-2014

**Subject Name: Management of Industrial Relations & Labor Legislations
(MIR&LL)**

Time: 10:30 am - 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.1 (a)** Explain the term Industrial Relations. Explain the System Approach to industrial relations. **07**
(b) What is an industrial dispute? What are the legal provisions concerning strikes and lockout? **07**

- Q.2 (a)** “The trade union movement in India has not developed along healthy lines” Comment. **07**
(b) 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**

OR

- (b)** Explain the role of Central and State advisory board according to Contract Labour Act 1970. **07**

- Q.3 (a)** Explain the term “Manufacturing Process”. Discuss major provisions of the factories act 1948 with respect to safety and welfare of workers. **07**
(b) What is contract labour? What are the various consequences ensues from abolition after the employment of contract labour? **07**

OR

- Q.3 (a)** Explain registration of establishments. Leave with pay and employment of children, women and young persons under “Shops and Establishment Act 1948. **07**
(b) Give an overview of the status of Workers Participation in Management in India. **07**
Q.4 (a) Clarify the concept of “Workers Participation in Management” and give Statutory and non statutory forms of WPM. **07**
(b) Define the term “Retrenchment”. Explain the conditions precedent to Retrenchment of workmen. **07**

OR

- Q.4 (a)** Explain the rights and liabilities of registered Trade union according to the Trade Union Act 1926. **07**
(b) “Industrial disputes are costly affairs for all” Discuss this issues in the light of various causes of Industrial Disputes. **07**
Q.5 (a) Explain various stages of grievance handling mechanism within an organization. **07**
(b) Write on “Assessment of CB and Suggestions for better functioning of CB in India” **07**

OR

- Q.5 (a)** What do you mean by “Discipline”? in what ways the positive approach to managing discipline more effective than the legal approach. **07**
(b) “Equality in employment can be seriously impaired when women are subjected to gender-specific violence, such as sexual harassment in the workplace”. Explain this statement with the landmark judgments of the Supreme Court on Vishakha vs. State of Rajasthan. **07**
