

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER III – EXAMINATION – WINTER 2018

Subject Code:2830303**Date: 11/12/2018****Subject Name: Management of Industrial Relations and Labour Legislations****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.1 (a) Answer the following MCQs**06**

- 1 **The conflicts and dispute between employers and employees on any industrial matters are known as**
A. Industrial disputes B. Human relations
C. Conflict relations D. All of these
- 2 **_____ is the ultimate remedy for the settlement of industrial dispute through the intervention by the third party appointed by the government**
A. Voluntary Arbitration B. Collective bargaining
C. Adjudication D. Conciliation
- 3 **Which of the following is not a type of trade union**
A. Craft union B. Stable union
C. Company union D. Industrial union
- 4 **Techniques to achieve the objectives of organization are**
A. Collective bargaining B. Grievance Handling
C. Negotiations D. All of the above
- 5 **Workers participated in management is highlighted in**
A. Article 43A B. Article 42 A
C. Both(a) and (b) D. None of these
- 6 **Which of the following is not a part of the scope of industrial relations**
A. Labor relations B. Employer —employee relations
C. Group Relation D. None of these

Q.1 (b) Explain the following terms**04**

1. Strike
2. Retrenchment
3. Social Security
4. Productivity

Q.1 (c) What are the purposes of Industrial Relation?**04**

- Q.2** (a) What do you mean by “Discipline”? In what ways the positive approach to managing discipline more effective than the legal approach. **07**
- (b) Mention the objectives of the Shop & Establishment Act 1948. What are the important provisions regarding employment of children, young person's & women in this Act? **07**
- OR**
- (b) Define the term “Lay-off”. Explain the special provisions of Industrial dispute Act regarding lay-off. **07**
- 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) Explain the role of Central and State advisory board according to Contract Labor Act 1970. **07**
- OR**
- Q.3** (a) Explain with comparative analysis of the three Approaches concern with IR. **07**
- (b) State mode of registration, application for registration and cancellation of registration of trade union under The Trade Unions Act, 1926. **07**
- Q.4** (a) Explain the silent features of Trade Union Act 1926. **07**
- (b) Define the “Factory”. Explain the provision regarding the health of workers as per the Factory Act, 1948. **07**
- OR**
- Q.4** (a) “The trade union movement in India has not developed along healthy lines” Comment. **07**
- (b) “The concept of workers participation management leads to healthier Industrial relations.” Comment. Explain the concept of WPM. **07**
- Q.5** **Andhra Pradesh State Road Transport Corporation** **14**

The Andhra Pradesh State Road Transport Corporation has been providing passenger transport facility since 1956. It has been extending its operation from one region to another by nationalizing the passenger transport companies in a phased manner. Presently, It nationalized two routes in East Godavari District in the State in October 1988. Normally, it absorbs all the employees working in passenger transport companies before the nationalization and fixes their wages at par with the scales of similar categories of jobs.

The pay scale in the Corporation are determined on the basis of mutual agreement between the management and the recognized trade union. The scales are revised once in three years. The recent agreement came into force with effect from September 1988. There are two classes in driver category: class I (drivers working on long distance buses). and class II (drivers working on short distance buses). The pay scale of class II drivers was enhanced from Rs. 600-1200 to Rs. 900-1600 with effect

from September 1988 in consequence to the latest agreement. The agreement further stated that the pay scale of the drivers drawing the scale of Rs. 600-1200 would be fixed in the scale of Rs. 900-1600.

The Corporation absorbed 10 drivers who were with the private passenger transport companies upon the recent nationalization of two routes. The personnel department fixed the scale of these 10 drivers in the scale of Rs. 600-1200 and it rejected their plea of fixing their pay in the scale of Rs. 900-1600 saying that only drivers drawing the scale of Rs. 600-1200 are eligible to draw the new scale Rs. 900-1600. The Corporation has set up both the grievance machinery and the collective bargaining machinery to resolve employee problems. These drivers submitted this issue to the foreman who was their immediate superior. The foreman told them to raise this issue in collective bargaining with the help of the trade union leaders as it was a policy matter. The drivers approached the trade union leaders and persuaded them to solve the issue. The trade union leaders included this item in the draft agenda of the collective bargaining committee scheduled to meet in January 1989. But the collective bargaining committee deleted this item from the draft agenda saying that the issue could be settled through grievance machinery as only 10 drivers out of 3000 drivers of the Corporation were concerned with the issue.

Questions

1. Who is correct: the personnel department, the foreman, or the collective bargaining committee?
2. Where do you place the issue for redressal? Give reasons.
3. How will you redress this issue?

OR

Q.5

The Bulb Manufacturing Company

14

Bulb Manufacturing Company, the subsidiary of a well-known international corporation, specialized in the manufacture of electrical equipment like bulbs, electric stoves, heaters, coolers and presses. It had been operating in India for about two decades.

The company had recently finalized the expansion plans of its only factory in India. It was decided to shift the factory to a new location, five miles away. The company had to do the shifting because the expansion plans required more space than was available at the old site. Since the present factory was situated in the heart of the town, the workers did not have much transport difficulty. The old factory site was easily accessible, and it did not cost much on transport either. The new site though far-off was well connected by train and bus service. There was no transport difficulty and some of the workers were already living in that area. The workers agreed to shift to new premises only if the company granted a flat increase of Rs. 25 in their monthly salary. The company instead

offered to give the workers a lump sum of Rs. 30 as a resettlement allowance and a permanent increase in salary of Rs. 5 per month to each worker. This was the situation in October, 1979.

When the plant was being shifted to new site, negotiations between the company management and the workers representatives went on uninterrupted for about six months. The workers modified their original demand and content with a lump sum of Rs. 70 as resettlement allowance and a permanent increase of Rs. 5 per month as a conveyance allowance. After further negotiations and some informal bargaining the agreed amount was Rs. 45 as lump sum and Rs. 5 as conveyance allowance. The company's representatives promised to consider this demand. This was taken by the union leaders to mean that the company has already conceded this demand. The management's attitude became stiff and it stuck to its old offer. The workers refused to compromise on those terms. A stalemate ensued. The workers threatened to adopt the 'go-slow' tactics. For 3 months since December they went slow, the company's production of bulbs was adversely affected. The production went down. The company assembled 30,000 bulbs per month previously and with the "go-slow" the production declined to 20,000. The management refused to intimidate. It sat stiff on its stand.

During this period also, the negotiations were going on. It was at this stage that the union sought the ministerial intervention. The company argued that unless the workers resumed normal production, it would not consider the inflated demands much less concede to them. The Labour Minister agreed. The Central Government was absolutely against "go-slow" tactics. The workers stressed that the production figure of 30,000 was the result of overtime work and double shift and that if there were no overtime the normal production would only be 20,000 bulbs. The company proved to the Minister, by quoting previous records, that the workers were going slow. The Minister could not help the workers. He could intervene only when the workers resumed normal production.

It was at this stage that the company charged 10 ring leaders and suspended them pending inquiry. This proved too much for the workers. The labour leader agreed to accept the very original terms of the company and offered to give normal production provided the suspended leaders were reinstated. The company refused to take any notice of even this modified demand.

Then the workers gave notice of a strike on February 28, 1980.

The whole idea was to put pressure on the company in the most critical month of the year, namely, March when the company needed maximum production to dispose of outstanding orders for bulbs. This was the assumption on which the workers proceeded. The company refused to yield. During the first three days, the workers staged a stay-in strike. After that, the company dared a lock-out for two days. The company

opened the gates of the factory on the sixth day but the strike continued for two months.

The company refused to budge an inch from its stand.

Questions

1. What is the problem in this case?
2. Are the go-slow tactics and the strike justified? Who are responsible for them? What is the remedy?
3. Should the management reinstate the suspended ring leaders?
4. Comment on the collective bargaining approach of the union and management representatives.

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