

Seat No.: _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 3 – EXAMINATION – WINTER 2016**Subject Code: 2830303****Date: 05/01/2017****Subject Name: Management of Industrial Relations & Labour Legislations
(MIR & LL)****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. No.**6****Q.1 (a)** The primary purpose of employee safety programme is to preserve the employees'

- A. Mental health B. Physical health
1. C. Emotional Health D. All of the Above
2. The 'spread over' of an adult worker as per Shops and Establishments Act should not be more than -
A. 5 hours B. 7 hours
C. 11 hours D. 9 hours
3. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be _____ Cubic Meters.
A. 9.9 B. 10.2
C. 14.2 D. 13.2
4. All of the below are forms of Strike except -
A. Tools Down Strike B. Gherao
C. Go slow strike D. Sleeping Strike
5. Suspended employee with pending enquiry is suppose to get _____ percent of the salary as compensation till first 90 days.
A. 50% B. 25%
C. 10% D. 75%
6. Ensuring the safety, health and welfare of the employees is the primary purpose of the
A. Factories Act B. Payment of Wages Act
C. Equal D. Industrial Dispute Act
Remuneration Act

Q.1 (b) Define :**04**

- 1) Misconduct
- 2) Strike

- Q.1** (c) Discuss Factors Affecting Industrial Relations. **04**
- Q.2** (a) Describe provisions for Registration of Trade Union as per Trade Union Act. **07**
(b) State provisions regarding welfare of workers and restriction on employment of women for the suitable acts. **07**
- OR**
- (b) Explain different approaches to Industrial Relations. **07**
- Q.3** (a) What is Contract Labour? Describe obligation of Employers/ Contractors as per Contract Labour Act. **07**
(b) Explain the terms Factory and Occupier. Discuss the provisions of Factories Act, 1948, with respect to hazardous process. **07**
- OR**
- Q.3** (a) Describe the objective of Shops and Establishment Act. State its provision for Registration. **07**
(b) State provisions regarding Health and Safety as per Factories Act. **07**
- Q.4** (a) What is IESO Act. Explain the scope and objectives of the Act. **07**
(b) Explain procedure for Disciplinary Action. **07**
- OR**
- Q.4** (a) Explain term Grievance. Describe the Model Grievance Process in detail. **07**
(b) Sexual Harassment should be dealt with needed urgency. Comment **07**
- Q.5** (a) Who is a Child, Adult and Worker as per Factories Act? Highlight the importance or work hours for children and women. **07**
(b) State functions of Collective Bargaining. Discuss factors obstructing Collective Bargaining. **07**
- OR**
- Q.5** (a) Explain in brief the powers of Labour courts, Industrial Tribunals, and National Tribunals to give appropriate relief in case of discharge or dismissal of workmen **07**
(b) Workers Participation in Management is justified. Comment by identifying levels of workers participation in management. **07**
