

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 3– • EXAMINATION – WINTER 2015**Subject Code: 2830303****Date: 07/12/2015****Subject Name: Management of Industrial Relations & 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)** Collective bargaining was considered as apex of IR system is concerned with **6**
1. A. Gandhian approach B. Systems approach
C. Oxford approach D. All of these
 2. Temporary closing down the undertaking with the intention of forcing workers to accept the demand of the employer is called
A. Lockout B. Layoff
C. Strike D. Retrenchment
 3. Workers participated in management is highlighted in
A. Article 43A B. Article 42 A
C. Both (a) and (b) D. None of these
 4. Recognition of the trade union was made by the provision of
A. Trade union act ,1926 B. Industrial disputes Act , 1947
C. Code of discipline D. Factories Act 1948
 5. _____ are the rules and regulations which govern the conditions of employment of workers
A. Standing orders B. Policies
C. Advice D. None of these
 6. Which area Industrial Relations does not cover
A. Economic development B. Role of management, union and government
C. Collective bargaining D. Machinery for resolution of industrial dispute
- Q.1 (b)** Define terms:- **4**
Discipline, WPM, Social Security, Lay-off
- Q.1 (c)** State the meaning of Contract Labor and its uses. **4**
- Q.2 (a)** Elucidate the Duties and Responsibilities of conciliation officer according to the Industrial Disputes Act 1947. **7**
- (b)** Discuss whether and why union power declined sharply in India and examines the prospects of its revival. **7**

OR

- (b) Industrial Relation in India is not conducive? Suggest measures to bring about harmonious industrial relations for sustained growth. 7
- Q.3** (a) Explain various stages of grievance handling mechanism within an organization 7
(b) Discuss the hurdles inhibiting the growth of collective bargaining in India with the help of an example. 7
- OR**
- Q.3** (a) Explain the role of Central and State advisory board according to Contract Labor Act 1970. 7
(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. 7
- Q.4** (a) Explain the concept of code of Discipline and its significance in industrial relation. 7
(b) "Industrial Disputes are costly affairs for all" Discuss these issues in the light of various causes of Industrial Disputes. 7
- OR**
- Q.4** (a) Define the term "Retrenchment". Explain the conditions precedent to retrenchment of workmen. 7
(b) Explain the types of Collective Bargaining with the current trends of C.B. 7
- Q.5** Case:- In Jay Engineering Works after a three months strike the work had resumed. However on the very first day of resumption of work there was a problem on account of shortage of snacks in the first shift which resulted in a tool down. In the first shift on the day of resumption of work, Samosas were served as snacks for breakfast. The normal rule was that each workman should take only two pieces of snacks. However as the Samosas were tasty, the workmen started consuming more than two Samosas which resulted in shortage of Samosas. Ashok, a workman who was a very reasonable person and who was considered as very close to the management, had come late to the canteen. When he found that the Samosas were not available, he raised a hue and cry and demanded from the Canteen Officer that Samosas should be served to him and that he would not accept any other snacks except Samosas. The Canteen Officer expressed his inability to serve Samosas and instead offered to serve biscuits. Ashok declined to accept the same and once again insisted that he should be served Samosas. When the canteen Officer told Ashok that it was not possible for him to serve Samosas, Ashok got upset and took his grievance to the Union Committee members. The Union Committee members felt that this was an opportunity for them to win over Ashok to their side. They, therefore took up the cause of Ashok with the Canteen Officer. They threatened the canteen Officer that they resort to a tool down if the grievance of Ashok was not resolved. The Canteen Officer expressed his inability to serve Samosas to Ashok, but offered to serve biscuits instead. Not satisfied with the solution given by the Canteen Officer, the Union Committee members gave a call for a tool down. The activities of Jay Engineering works came to a grinding halt. 14

As a Personnel Manager of this Company how would you handle this case ?

OR

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.

Questions:

- a) Analyze the case given above and elucidate the problem and causes.
- b) Do you justify the Management's decision? If Yes/No- why?
- c) Are the workers right in their approach? Comment.
- d) As a General Manager – HR of this Company how would you resolve the Problem?

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