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Total No. of Pages : 03

Total No. of Questions : 15

MBA (2014 to 2017) (Sem.-4)

**INDUSTRIAL RELATIONS AND LABOUR LAWS**

Subject Code : MBA-968

Paper ID : [A2543]

Time : 3 Hrs.

Max. Marks : 60

**INSTRUCTION TO CANDIDATES :**

1. SECTION-A contains SIX questions carrying FIVE marks each and students has to attempt any FOUR questions.
2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying EIGHT marks.

**SECTION-A**

- Q1. Discuss the Philanthropic Theory of Industrial Relation.
- Q2. Discuss any one voluntary authority for the settlement of Industrial Disputes.
- Q3. Discuss the function of conciliation officer.
- Q4. Discuss the stages of grievance handling process.
- Q5. What do you mean by trade unionism?
- Q6. Discuss the strategies to collective bargaining.

**SECTION-B****UNIT-I**

- Q7. Discuss the concept of Industrial Relations. Explain the parties to Industrial Relations and the pattern of interaction between them.
- Q8. What are the features of a trade union? How can trade unionism be made an effective tool of industrial relations in the context of India?

## UNIT-II

Q9. Discuss the composition and functions of tripartite and bipartite bodies.

Q10. Discuss the nature and forms of Industrial Disputes.

## UNIT-III

Q11. What do you mean by collective bargaining? Discuss the process and issues in collective bargaining.

Q12. Discuss the impact of workers participation in management on IR.

## UNIT-IV

Q13. Describe the various statutory measures to be followed in this respect Safety under the factories act, 1948.

Q14. Write a short note on :

a) IR in U.S.A.

b) IR in Germany

## SECTION-C

Q15. Case study :

**Industrial Disputes in Jet Airways -: 1900 Employees Sacked and then Reinstated in 2008.**

According to CAPA, buying Sahara was a big strategic mistake by Jet Airways. Jet had been constantly incurring losses since 2007-08. In 2008, Naresh Goyal entered into an operational tie- up with arch rival Vijay Mallya's Kingfisher. Further, Jet sacked 1,900 cabin crew members in October 2008, all probationary and temporary workers, across all categories and departments. The Sacking was justified as an attempt to switch to leaner business models and cost-optimize the business operations of the airways. *"It is an unfortunate decision, which all of us in the company regret. A total of 1,900 people are being served separation notice. 800 have already been served notice. In the next few days the others will also be served notice. It is an attempt to save the jobs of remaining 11,100 employees,"* said Executive Director B Saroj Datta. A severe backlash resulted, not just from employees but also from the government, political parties and regulatory bodies. In a

very dramatic Press conference by Jet Airways Chairman - Naresh Goyal reinstated the employees a day later saying that he was not aware of these sackings. *"I was not there when this decision was taken. I came to know about it later. I have not been able to sleep all night. I apologize for what has happened & I request all of you to start work from tomorrow morning,"* Goyal said. The company had said it was forced to trim staff to cut its losses but Goyal claimed that he had not been consulted before the Jet senior management ordered the retrenchment.

*"The sackings were completely illegal There was no notice nor was government's permission taken to sack 1800 employees. Perhaps they realized their folly and decided to take these employees back. The matter would have landed in the court."* - Anand Pujari, Labour lawyer, SI Joshi & Co. in October 2008.

***Questions :***

- Q1. Why according to CAPA, buying Sahara was a big strategic mistake by Jet Airways?
- Q2. Was the sacking justified?