

Roll No.

Total No. of Pages : 03

Total No. of Questions : 15

MBA (2015 to 2017) (Sem.-4)
INDUSTRIAL RELATIONS AND LABOUR LAWS
Subject Code : MBA-968
M.Code : 71397

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. SECTION-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

Write short notes on :

- Q1. Workers participation in management.
- Q2. What is tripartite relationship?
- Q3. What do you understand by adjudication?
- Q4. What are the causes of industrial disputes?
- Q5. Define term factory as per Factories act.
- Q6. What do you mean by collective bargaining?

SECTION-B

UNIT-I

- Q7. What are the reasons that employees prefer to form trade union in India. Discuss the problems and conflicts that arise as a result of trade union.
- Q8. Explain the procedure of formation and cancellation of trade union as per Trade Union Act, 1926.

UNIT-II

- Q9. What is the need of grievance handling? Explain the procedure of grievance handling in Indian organizations.
- Q10. How industrial disputes are settled through conciliation? What are the duties of conciliation officer?

UNIT-III

- Q11. What are the objectives of collective bargaining? Briefly explain the various strategies to collective bargaining.
- Q12. What is the difference between productivity bargaining and composite bargaining? What are the steps involved in the process of collective bargaining?

UNIT-IV

- Q13. Briefly explain the provisions mentioned in Factories Act regarding health and welfare of the workers.
- Q14. What are the objectives of Industrial dispute Act. Briefly explain the recent amendments in Industrial dispute Act.

SECTION-C

- Q15. Hindustan Textile Mills is a spinning unit of 2,50,000 spindles. The main product is cotton yarn of 100 count. The spinning mill is situated in central India. Mr. T Patel who is the General Manager of the plant manages the unit. He has done B.Tech and MBA (operations), is associated with the organization for the last 25 years. The plant started its production in the year 1989. The total strength of the worker is 2000 approx. All the workers are on the regular rolls of Hindustan Textile Mills and majority of them belong to Bihar. The workers are not unionized but strong groups from particular regions have influence on the workforce from a particular area. Mr. Pramod Mishra joined the mill on 01.12.1995 as Trainee and he was promoted as Tenter from 8.8.2000 in the ring department. He belongs to Chappra district of Bihar. On 25.9.2001, Pramod Mishra was taking charge of the night shift and there was some argument that took place with the evening shift, Mr. Babloo. Mr. Mahesh, shift officer intervened in the matter and the issue was resolved. Babloo is a resident of Balia in U.P. On 10.10.2001, in the night shift at around 1:30 am, Rakesh Kumar working as Tenter in blow room met with an accident. His right arm came in to contact with the machine and he shouted for help. Pramod Mishra rushed to the spot and meanwhile 3 other workers of Speed frame and draw frame also

reached the spot and started their effort to pull Rakesh from the machine, Mr. Mahesh, shift officer with the timekeeper Mr. Kanhaiya Lai also joined them. There was blood all around. Mr. Mahesh intervened in between and took charge of the machine along with Mr. Gyan Singh, maintenance foreman. They were able to pull Rakesh Kumar out of the machine and in the meanwhile there were group of 50 workers gathered on the spot. Kanhaiya took Rakesh to the hospital. Meanwhile there was an argument that started between Mr. Pramod Mishra and shift officer Mr. Mahesh that the machines are not safe and the management is not keen about the safety of workers. Mr. Radhey, Mr. Deendayal, Mr. Prabhu Prakash also joined Mr. Pramod Mishra. Pramod Mishra took an iron rod from the blow room and started shouting to all the workers to stop the plant. He along with Mr. Radhey, Mr. Deendayal and Mr. Prabhu forced all workers to come out of the plant and damaged window glasses of the main hall. The whole issue took an ugly turn. Imagine yourself being the senior administrator of the mill.

Question :

How will you handle the situation and describe the legal as well as other actions to resolve this dispute? Also explain the various legal provisions that the mill should provide for safety of the workers.

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NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.