

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – SUMMER • 2015

Subject Code: 2830303

Date: 05-06-2015

Subject Name: Management of industrial Relations & Labour Legislations
(MIR&LL)

Time: 14:30 pm – 17:30 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) Define the term “Industrial Relation”. Explain the various approaches of IR. 07
(b) What is an Industrial dispute? What are the legal provisions concerning strikes and lockouts? 07

- Q.2 (a) Define the term “Retrenchment”. Explain the special provisions of Industrial Disputes Act 1947 regarding “Retrenchment”. 07
(b) “Role of Trade Union is diminishing in present day scenario.” Give your critical view on this observation. 07

OR

- (b) Give introduction, objectives and importance of Industrial Disputes Act 1947. 07

- Q.3 (a) Briefly explain the main provisions of Industrial Employment Standing Order Act 1946. 07
(b) Explain major provision under “Contract Labour (Registration and Abolition) Act 1970. 07

OR

- Q.3 (a) What are the various provisions of hazardous processes under the Factories Act? 07
(b) What is collective bargaining? Explain its process. 07

- Q.4 (a) Explain welfare facilities provided to employee as per the Factories Act, 1948. 07
(b) What is Grievance Handling? Explain formal Grievance Handling mechanism. 07

OR

- Q.4 (a) State the meaning of Discipline and discuss its types. 07
(b) State opening hours, closing hours, daily hours, weekly hours, interval for rest and spread over for shops and commercial establishment under Shops and Establishment Act, 1948. 07

- Q.5 (a) Define WPM. Explain the necessary conditions for effective working of WPM. 07
(b) Write short note on: Sexual Harassment 07

OR

- Q.5 (a) Give an overview of the status of Workers Participation in Management in India. 07
(b) What is Strike? Explain the various types of Strike form? 07
