Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

M.B.A.- SEMESTER – III • EXAMINATION – WINTER 2012

Subject code: 2830303 Date: 26-12-2012

Subject Name: Management of Industrial Relations & Labour Legislation

Time: 10:30 pm – 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)**	"Industrial relations in India are not conductive to rapid Industrial Growth "Do you agree? Suggest measures to bring about harmonious industrial relations for sustained growth.	**07**
	(b)	What do you mean by Industrial disputes? Explain the authorities under the act for resolution of industry dispute?	**07**
Q.2	**(a)**	Explain the rights & liabilities of registered Trade union according to the Trade Union Act 1926.	**07**
	(b)	Explain the silent feature of Industrial employment (standing order) Act 1946 & state the matters to be provided in standing orders under industrial employment (standing order) Act 1946. **OR**	**07**
	(b)	Mention the objectives of the Shop & Establishment Act 1948. What are the important provisions regarding employment of children, young person's & women in this Act?	**07**
Q.3	**(a)**	Define the "Factory". Explain the provision regarding the welfare of workers as per the Factory act 1948.	**07**
	(b)	Define the "Contract Labour". Explain the prohibition of employment of Contract Labour.	**07**
		OR	
Q.3	**(a)**	"Collective bargaining is a negotiation process for handling disputes expeditiously." Comment and also explain the different types of bargaining.	**07**
	(b)	Define the "Manufacturing processes." Explain the provision regarding the Health of workers as per the Factory Act 1948.	**07**
Q.4	**(a)**	"The concept of workers participation management leads to healthier Industrial relations." Comment. Explain the concept of WPM.	**07**
	(b)	What do you mean by "Discipline"? Explain the procedure for taking disciplinary action.	**07**
		OR	
Q.4	**(a)**	What are the important Supreme Court's guidelines on the sexual harassment of women in workplace?	**07**
	(b)	Explain the statutory & non statutory forms of worker's participation in management.	**07**
Q.5	**(a)**	Define the term "Retrenchment." Explain the conditions precedent to Retrenchment of workmen.	**07**
	(b)	"Effective Grievance redressal is sure antidote to industrial strife- yet largely ignored in India." Discuss and work out the outline of Model Grievance procedure for a public sector telecom company.	**07**
		OR	
Q.5	**(a)**	What are the silent features of Trade union Act 1926? Explain the procedure of registration of Trade Union	**07**
	(b)	"Equity and Equality" What according to the management should be followed as per the code of discipline?	**07**

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