Seat No.:	Enrolment No.
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Subject Code: 2830303

## GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – WINTER 2013

Date: 21-12-2013

**Subject Name: Management of Industrial Relations and 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. 0.1 (a) What are the approaches to Industrial relations? Give the objectives of Industrial 07 relations. (b) Define the term "Lay-off". Explain the special provisions of Industrial dispute **07** Act regarding lay-off. 07 **Q.2** (a) What are the challenges faced by trade unions in the competitive world. (b) Explain the term standing orders. Why are they called so? Mention some major 07 items covered in the standing order as per Industrial Employment (Standing Order) Act. 1946. OR (b) State opening hours, closing hours, daily hours, weekly hours, interval for rest, 07 and spread over for shops and commercial establishment under Shops and Establishment Act, 1948. 0.3 (a) Discuss safety measures provided under The Factories Act, 1948. 07 (b) State the meaning of contract labor, contractor and distinguish between both. **07** Give the definition workman and exclusions under this definition. 0.3 (a) What is collective Bargaining? Explain its process in detail. 07 (b) Discuss the hurdles inhibiting the growth of collective bargaining in India with 07 the help of an example. (a) Clarify the concept of 'Workers Participation in Management' & give **Q.4** 07 statutory & non statutory forms of WPM. (b) Give the definition of Discipline & explain the procedure for disciplinary action. 07 Sexual harassment of working women. 07 **Q.4** (a) (b) "Workers participation management leads to healthier industrial relations" 07 Comment. Q.5 (a) What is strike? Explain the various types of strike form? **07** (b) Explain various stages of grievance handling mechanism within an organization. 07 OR Q.5 (a) Briefly explain the trade union movement in India. **07** (b) Equality in employment can be seriously impaired when women are subjected to 07 gender-specific violence, such as sexual harassment in the workplace." Explain this statement with the landmark judgments of the Supreme Court on any relevant case. \*\*\*\*\*