

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA Sem-III Regular Examination January 2011****Subject code: 830303****Subject Name: Management of Industrial Relations and Labour Legislations****Date: 08 /01 /2011****Time: 10.30 am – 01.00 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) Explain the term “Industrial Relations”. Explain the System Approach to industrial relations. **07**
- (b) What according to you are the important factors responsible for labour unrest at Honda Motorcycles and Scooters India Ltd. (HMSI)? What measures do you suggest to improve the industrial relations in order to attain the expansion plan of the company? **07**
- Q.2** (a) What is an industrial dispute? What are the legal provisions concerning strikes and lockouts? **07**
- (b) Explain in brief the powers of Labour Courts, and Industrial Tribunals to give appropriate relief in case of discharge or dismissal of workmen. **07**
- OR**
- (b) Whether the provisions for retrenchment / closure under chapter 5-B of Industrial Dispute Act be removed from the law? Discuss. **07**
- Q.3** (a) Describe provisions for registration of Trade Union as per Trade Union Act-1926. State the privileges of a registered trade union. **07**
- (b) Explain the term standing orders. Why are they called so? Mention some major items covered in the standing order as per Industrial Employment (Standing Order) Act, 1946. **07**
- OR**
- Q.3** (a) “Role of trade union is diminishing in present day scenario.” Give your critical views on this observation. **07**
- (b) How do the model standing order has an impact on (a) regulation of employment conditions, and (b) grievance redressal and management of discipline? **07**
- Q.4** (a) Discuss the important objectives of Contract Labour Act (Regulation and Abolition)-1970. Can the contract labour system be abolished? **07**
- (b) Describe major provisions of Mines Act 1952 with respect to health of workers. **07**
- OR**
- Q.4** (a) Explain the term ‘Manufacturing Process’. Discuss major provisions of the factories act -1948 with respect to safety and welfare of workers. **07**
- (b) Mention the objectives of the Bombay Shops and Establishment Act 1948. What are the important provisions regarding employment of children, young persons and women in this act? **07**
- Q.5** (a) What are the important Supreme Court’s guidelines on the sexual harassment of women in workplace? **07**
- (b) Give an overview of the status of Workers Participation in Management in India. **07**
- OR**
- Q.5** (a) Explain various stages of grievance handling mechanism within an organization. **07**
- (b) Give an assessment of the status of Collective Bargaining in India. **07**