

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Semester –III Examination Dec. - 2011

Subject code: 2830303

Date: 17/12/2011

Subject Name: Management of Industrial Relations & Labour Legislations

Time: 10.30 am – 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) “There is no one ‘right’ approach; rather, each approach emphasis a particular aspect of industrial relations and taken together can provide a framework for analyzing and understanding the diversity and complexity of industrial relations” Discuss. **07**

(b) Explain with the help of case studies voluntary reference of disputes to arbitration u/s. 10A of the Industrial Disputes Act, 1947. **07**

Q.2 (a) State mode of registration, application for registration and cancellation of registration of trade union under The Trade Unions Act, 1926. **07**

(b) Discuss certification of standing orders and its conditions under Industrial Employment Standing Order Act, 1946. **07**

OR

(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.3 (a) Define manufacturing process and factory under The Factories act, 1948. **07**

(b) State the meaning of contract labour and state its uses. **07**

OR

Q.3 (a) State the meaning and process of collective bargaining. **07**

(b) Discuss safety measures provided under The Factories Act, 1948. **07**

Q.4 (a) Name statutory and non statutory forms of worker’s participation in management in India. Discuss any two forms in detail. **07**

(b) State meaning of discipline and discuss its types. **07**

OR

Q.4 (a) Describe steps and prerequisite of grievance handling procedure. **07**

(b) Describe Supreme Court guidelines on the basis of any two cases on sexual harassment of woman in workplace. **07**

Q.5 (a) Discuss whether supervisor, an apprentice, a teacher are workmen under Industrial Dispute Act, 1947. Quote cases in support of your answer. **07**

(b) State rights (privileges) of a registered trade union under Trade Unions Act, 1926. **07**

OR

Q.5 (a) Discuss assessment and suggestion for better functioning of collective bargaining in India. **07**

(b) State the procedure for taking disciplinary actions. **07**
