

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014**

**Subject Code: 2830303****Date: 03-06-2014**

**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.

- Q.1** (a) Explain what are the prime objectives of Industrial Relations? **07**  
 (b) What do you mean by Industrial disputes? Explain the authorities under the act for resolution of industry disputes. **07**
- Q.2** (a) Discuss “Trusteeship” theory of Mahatma Gandhi & also explain how it can be applied in managing Industrial relations? **07**  
 (b) Explain emerging business scenario after economic policy 1991 and also discuss changing dimensions of industrial relations in India after 1991. **07**
- OR**
- (b) “Industrial disputes are costly affairs for all” – Discuss in detail. **07**
- Q.3** (a) Write down difference between White and Blue collar workers. Why both of them join unions? **07**  
 (b) Explain the provision regarding the Health of workers as per the Factory Act 1948. **07**
- OR**
- Q.3** (a) Discuss the Rights and Liabilities of registered trade unions as per the Trade Unions Act 1926. **07**  
 (b) Define “Contract Labour”. Explain the prohibition of employment of Contract Labour. **07**
- Q.4** (a) Is there any fundamental right for strike? What are the legal provisions concerning strikes and lockouts? **07**  
 (b) What do you mean by “Discipline”? Explain the procedure for taking disciplinary action. **07**
- OR**
- Q.4** (a) Compare three approaches concerning with IR: Unitary, Pluralistic and Radical. **07**  
 (b) What are different types of conflicts? State the strategies for conflict resolution. **07**
- Q.5** (a) “Collective bargaining is a negotiation process for handling disputes expeditiously.” Comment and explain the different types of bargaining. **07**  
 (b) What are the important Supreme Court’s guidelines on the sexual harassment of women in workplace? **07**
- OR**
- Q.5** (a) “The concept of workers participation management leads to healthier Industrial relations.” Comment. Explain the concept of WPM. **07**  
 (b) Explain various stages of grievance handling mechanism within an organization. **07**

\*\*\*\*\*