

**GUJARAT TECHNOLOGICAL UNIVERSITY**

**MBA - SEMESTER-III • EXAMINATION – WINTER 2013**

**Subject Code: 2830303**

**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.

- Q.1** (a) What are the approaches to Industrial relations? Give the objectives of Industrial relations. **07**
- (b) Define the term “Lay-off”. Explain the special provisions of Industrial dispute Act regarding lay-off. **07**
- Q.2** (a) What are the challenges faced by trade unions in the competitive world. **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**
- (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) Discuss safety measures provided under The Factories Act, 1948. **07**
- (b) State the meaning of contract labor, contractor and distinguish between both. Give the definition workman and exclusions under this definition. **07**
- OR**
- Q.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 the help of an example. **07**
- Q.4** (a) Clarify the concept of ‘Workers Participation in Management’ & give statutory & non statutory forms of WPM. **07**
- (b) Give the definition of Discipline & explain the procedure for disciplinary action. **07**
- OR**
- Q.4** (a) Sexual harassment of working women. **07**
- (b) “Workers participation management leads to healthier industrial relations” Comment. **07**
- 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 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. **07**

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