

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA (AM) – SEMESTER – IX • EXAMINATION – SUMMER - 2020****Subject Code: 4190531****Date: 04/11/2020****Subject Name: Management of Industry Relation and Labour Law****Time: 02.30 pm to 05.30 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 do you mean by Industrial disputes? Explain the authorities under the act for resolution of Industry Disputes. **07**
- (b) Explain different provision of Strikes, retrenchment, layoff and retrenchment in light of Industrial Disputes Act, 1947. **07**

- Q.2** (a) What is the procedure for registration and cancellation of Trade Union? **07**
- (b) What do you mean by Standing orders? State the matters to be provided in standing order under 'Industrial Standing order Act 1946'. **07**

OR

- (b) What are the important provisions regarding the establishment, employment of young person, children and women in the Shop and Establishment Act 1948? **07**

- Q.3** (a) What are the important provisions regarding Health mentioned in the 'Factory Act 1948'? **07**
- (b) Define "Contract Labour". Explain the different provision relating to employment of Contract Labour under Contract Labour(Regulation &Abolition) Act, 1970. **07**

OR

- Q.3** (a) What are the important provisions regarding Safety mentioned in the 'Factory Act 1948'? **07**
- (b) "Collective Bargaining is a negotiation process for handling disputes expeditiously." Explain the different types and process of Collective Bargaining. **07**

- Q.4** (a) "The concept of workers participation management leads to healthier Industrial relations." Comment. Explain the concept and level of WPM. **07**
- (b) What do you mean by "Discipline"? Explain the different types and procedure for taking disciplinary action. **07**

OR

- Q.4** (a) Explain various stages of Grievance Redressal Machinery within an organization. **07**
- (b) What are the important Supreme Court's guidelines on the sexual harassment of women in workplace? **07**

- Q.5** (a) What is Industrial Relation? Discuss in detail the various objective and factor affecting to Industrial Relation. **07**
- (b) The trade unionism in India developed quite slowly as compared to the western nations. Prove above statement with Trade Union movement and problem faced by Trade Union in India. **07**

OR

- Q.5** (a) What are the important provisions regarding Welfare mentioned in the 'Factory Act 1948'? **07**
- (b) What are the scopes and functions of a Labour Court, Industrial Tribunal and National Tribunal? **07**
