

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA INTEGRATED/MAM - SEMESTER– IX EXAMINATION – SUMMER 2021****Subject Code: 4190531****Date: 03/08/2021****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 is an Industrial dispute? What are the legal provisions concerning strikes and lockout? 07  
 (b) What are the steps should be taken by management for effective redressal of employee's grievances? 07
- Q.2** (a) Explain various trade union movements occurred in India with suitable examples. 07  
 (b) Discuss the various factors affecting industry relations with necessary examples. 07
- OR**
- (b) Explain the objectives of industrial relations and also discuss the various approaches of IR. 07
- Q.3** (a) Write on the various guidelines issued by Supreme Court on Sexual Harassments of women at workplace. 07  
 (b) Explain the meaning of Workers participation in Management. Also discuss various statutory and non statutory forms of workers participation in Management. 07
- OR**
- Q.3** (a) Write a brief note on the Industrial Employment (Standing Orders) Act, 1946. 07  
 (b) Explain Welfare facilities provided to employees as per the Factories Act, 1948. 07
- Q.4** (a) What is Collective Bargaining? Explain the collective bargaining process in detail. 07  
 (b) Explain the various conditions precedent to Retrenchment of Workmen with suitable examples. 07
- OR**
- Q.4** (a) Differentiate Labour Court, Industrial Tribunal and National Tribunal considering their scopes and functions. 07  
 (b) Explain the meaning of Standing Orders? Which are the matters available in standing order under Industrial Standing Order Act, 1946? 07
- Q.5** (a) Explain role of Works committee & Conciliation with suitable examples. 07  
 (b) Explain objectives and importance of Industrial Disputes Act, 1947 with suitable examples. 07
- OR**
- Q.5** (a) Discuss the provisions of cancellation of registration and dissolution of Trade Unions. 07  
 (b) Explain Leave with pay & Employment of Children, Women & Young persons under Shops & Establishment Act, 1948. 07