

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA Integrated - SEMESTER- IX EXAMINATION – SUMMER 2022**

**Subject Code: 2597132****Date: 06/06/2022****Subject Name: Management of Industrial Relations and Labour Laws****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 Labour Welfare? Explain different theories of Labour Welfare. **07**  
 (b) Define “Contract Labour”. Explain the prohibition of employment of Contract Labour. **07**
- Q.2** (a) State the matters to be provided in standing orders under industrial employment (standing order) Act 1946. **07**  
 (b) Define the term “Labour Laws”. Explain principles of Labour laws? **07**
- OR**
- (b) Define the “Factory”. Explain the provision regarding the health of workers as per the Factory Act, 1948. **07**
- Q.3** (a) What are the various provisions under the industrial employment (standing order) act, 1948? **07**  
 (b) Define contract labour. State the constitution of advisory board under the Act in brief. **07**
- OR**
- Q.3** (a) Explain Object and Scope of Child Labour (Prohibition and Regulation) Act, 1986. **07**  
 (b) Define Industrial Dispute. Explain special provisions related to strikes and lockouts as per Industrial Dispute Act. **07**
- Q.4** (a) Explain the grievance handling mechanism within an organization. **07**  
 (b) Explain essential ingredient of contract of apprenticeship as per Apprentice Act, 1961. **07**
- OR**
- Q.4** (a) Explain the provisions of factory Act 1948 with respect to health. **07**  
 (b) What do you mean by Industrial disputes? Explain the methods under the act for resolution of industry dispute? **07**
- Q.5** (a) Explain necessary conditions for effective working of WPM in Workers’ Participation in Management. **07**  
 (b) Define Discipline. Explain Disciplinary proceedings as to maintain good Industrial Relation. **07**
- OR**
- Q.5** (a) Explain Supreme Court’s guidelines regarding Sexual harassment of women at Workplace. **07**  
 (b) Give an overview of the status of Workers Participation in Management in India **07**

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