

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED SEMESTER-IX-EXAMINATION-SUMMER-2025

Subject Code: 2597132**Date: 12-05-2025****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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1** (a) What is Labour Welfare? Explain different Approaches of Labour Welfare. **07**
- (b) Explain Labour laws. What is the need for Labour laws? **07**
- Q.2** (a) Define the "Factory". Explain the provision regarding the health of workers as per the Factory Act, 1948. **07**
- (b) What is an Industrial Dispute? What are the Causes of Industrial Disputes? **07**
- OR**
- (b) What do you mean by Standing orders? State the matters to be provided in standing order under 'Industrial Standing order Act 1946'. **07**
- Q.3** (a) Write Short note on Child Labour (Prohibition and Regulation) Act, 1986. **07**
- (b) What is Contract Labour? Describe obligation of Employers/ Contractors as per Contract Labour Act. **07**
- OR**
- Q.3** (a) Describe provisions for Registration of Trade Union as per Trade Union Act. **07**
- (b) Explain term Grievance. Describe Process Grievance in detail. **07**
- Q.4** (a) Write a short note on Workers Participation in Management. **07**
- (b) Define Discipline. Explain Disciplinary proceedings as to maintain good Industrial Relation. **07**
- OR**
- Q.4** (a) Explain functioning Labor courts, Industrial Tribunals, and National Tribunal with reference to Industrial Dispute. **07**
- (b) Explain the provision regarding the Welfare of workers as per the Factory Act, 1948 **07**
- Q.5** (a) Explain Supreme Court's guidelines regarding Sexual harassment of women at Workplace. **07**
- (b) Explain different methods to resolve Industrial Disputes. **07**
- OR**
- Q.5** (a) Write short note on Apprentice Act, 1961. **07**
- (b) Explain necessary conditions for effective working of WPM in Workers' Participation in Management. **07**
