

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA (AM) SEMESTER – 9 • EXAMINATION – WINTER - 2018**

**Subject Code: 4190531****Date: 22/11/2018****Subject Name: Management of Industry Relation and Labour Law****Time: 10:30am To 1:30pm****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 Industrial Relation? Discuss in detail the various approaches to it. **07**  
 (b) Why is it important to maintain Industrial Relations? Explain in detail the factors affecting Industrial Relations. **07**
- Q.2** (a) Explain different provision of Strikes, retrenchment and layoff in light of Industrial Disputes Act, 1947. **07**  
 (b) Explain the Trade Union Movement in India. **07**
- OR**
- (b) Discuss the objectives ID Act, 1947. Discuss the role of conciliation authorities in solving disputes. **07**
- Q.3** (a) What are the rights, privileges and duties of a Registered Trade Union. **07**  
 (b) Explain what is a Standing Order. Explain the model Standing order with its components under the act. Also describe the procedure of its approval. **07**
- OR**
- Q.3** (a) Explain in light of Contract Labour (Registration & Abolition) Act 1970: **07**  
 1. Role of Central and State advisory boards.  
 2. Registration of establishments and licensing of contractors.  
 (b) State the objectives of Shops and Establishments Act, 1948 and explain the provisions for Leave with pay & Employment of women and Young persons under the Act. **07**
- Q.4** (a) Define Factory according to the Factory Act, 1948. Explain the provisions for Health and Safety under the Act. **07**  
 (b) What is Collective Bargaining? Explain its major functions and types. **07**
- OR**
- Q.4** (a) Write a note on “Assessment of CB & suggestions for better functioning of CB in India” **07**  
 (b) Explain the liabilities of an employer under the Contract Labour (Regulation and Abolition) Act, 1970. Explain the provisions for penalties in case of non-compliance. **07**
- Q.5** (a) What is Grievance Handling? Explain the Grievance Handling mechanism in detail. **07**  
 (b) Explaining the concept of Workers’ Participation in Management. Delineate different statutory and non-statutory forms of WPM. **07**
- OR**
- Q.5** (a) Explain in detail types of Discipline and the procedure for disciplinary action. **07**  
 (b) Supreme Court’s guidelines for Sexual harassment of women in workplace. **07**