

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA(AM) - SEMESTER- IX EXAMINATION – WINTER 2019****Subject Code: 4190531****Date: 14/11/2019****Subject Name: Management of Industry Relation and Labour Law****Time: 10:30AM to 01:30PM****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) Explain the term 'Industrial Relations'. Discuss the Dunlop's approach to Industrial Relations. **07**
- (b) Elucidate the Duties and Responsibilities of conciliation officer according to the Industrial Disputes Act 1947. **07**
- Q.2** (a) Explain the rights and liabilities of registered Trade union according to the Trade Union Act 1926. **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) Clarify the concept of "Workers Participation in Management" and give Statutory and non statutory forms of WPM. **07**
- Q.3** (a) Explain registration of establishments. Leave with pay and employment of children, women and young persons under Shops and Establishment Act 1948. **07**
- (b) What are the important Supreme Court's guidelines on the Sexual harassment of Women workplace? **07**
- OR**
- Q.3** (a) What do you mean by 'Discipline'? In what ways the positive approach to managing discipline more effective than legal approach. **07**
- (b) What are the important provisions regarding health and safety mentioned in the 'Factory Act 1948'? **07**
- Q.4** (a) Explain the role of Central and State advisory board according to Contract Labor Act 1970. **07**
- (b) "The trade union movement in India has not developed along healthy lines" Comment. **07**
- OR**
- Q.4** (a) What is an industrial dispute? What are the legal provisions concerning strikes and lockout? **07**
- (b) Explain the types of Collective Bargaining with the current trends of C.B. **07**
- Q.5** (a) What are the scopes and functions of a Labour Court, Industrial Tribunal and National Tribunal? **07**
- (b) Discuss the hurdles inhibiting the growth of collective bargaining in India with the help of an example. **07**
- OR**
- Q.5** (a) What steps should the management take for the effective redressal of employee's grievances? **07**
- (b) "Industrial disputes are costly affairs for all" Discuss this issues in the light of various causes of Industrial Disputes. **07**

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