

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA(INTEGRATED)- SEMESTER- IX EXAMINATION – WINTER 2020****Subject Code:4190531****Date:01/01/2021****Subject Name:Management Of Industry Relation And Labour Law****Time:10:30 AM to 12:30 AM****Total Marks: 47****Instructions:**

1. Attempt any **THREE** questions from Q1 to Q6.
2. **Q7 is compulsory.**
3. **Make suitable assumptions wherever necessary.**
4. **Figures to the right indicate full marks.**

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| Q.1 | (a) Define the term “Industrial Relation.” Explain the various factors affecting the industrial relation. | 07 |
| | (b) Industrial Relation in India is not conducive? Suggest measures to bring about harmonious industrial relations for sustained growth. | 07 |
| Q.2 | (a) What is industrial dispute? Explain various methods of settling industrial dispute. | 07 |
| | (b) Define strike & lockout. Explain the situations in which strike and lockout are illegal. | 07 |
| Q.3 | (a) Write a brief note on the Industrial Employment (Standing Orders) Act, 1946. | 07 |
| | (b) State opening hours, closing hours, daily hours, weekly hours, interval for rest, and spread over for shops and commercial establishment under Shops and Establishment Act, 1948. | 07 |
| Q.4 | (a) Define the term “Retrenchment.” Explain the conditions precedent to Retrenchment of workmen. | 07 |
| | (b) Mention the objectives of the Shop & Establishment Act 1948. What are the important provisions regarding employment of children, young person’s & women in this Act? | 07 |
| Q.5 | (a) Explain Welfare facilities provided to employees as per the Factories Act, 1948. | 07 |
| | (b) Explain the role of Central and State advisory board according to Contract Labor Act 1970 | 07 |
| Q.6 | (a) “Collective bargaining is a negotiation process for handling disputes expeditiously.” Comment and also explain the different types of bargaining. | 07 |
| | (b) “The concept of workers participation management leads to healthier Industrial relations.” Comment. Explain the concept of WPM. | 07 |
| Q.7 | (a) What is collective Bargaining? Explain its process in detail. | 05 |
| OR | | |
| Q.7 | (a) What steps should the management take for the effective redressal of employees grievances? | 05 |