

GUJARAT TECHNOLOGICAL UNIVERSITY**MAM - SEMESTER– IX EXAMINATION – WINTER 2021****Subject Code: 4190531****Date: 23/11/2021****Subject Name: Management of Industry Relation and Labour Law****Time: 10:30 AM to 01:30 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 industrial relation and explain the factors affecting of industrial relation? **07**
 (b) Why is important to maintain industrial relation and discuss to the various approaches to IR **07**
- Q.2** (a) What is industrial dispute? Explain various methods of settling industrial relation? **07**
 (b) What is Trade Union and explain nature of Trade Union? **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 cancellation, rights, privileges and duties of a Registered Trade Union? **07**
 (b) Explain what a Standing Order is and describe the model standing and procedure for approval of Standing Order? **07**
- OR**
- Q.3** (a) Explain of the objectives of Shops and Establishments Act, 1948 and explain the health and safety for worker & Employment of children and Young persons under the Act. **07**
 (b) Explain of Contract Labour Act 1970 and explain registration of establishments and licensing of Contractors and offences and penalties. **07**
- Q.4** (a) Define Factory according to the Factory Act, 1948. Explain the restriction on employment of women and children under the Act. **07**
 (b) What is Collective Bargaining? Explain its major characteristics and process of CB? **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 and Explain the Role of Central and State advisory boards. **07**
- Q.5** (a) What is Grievance Handling? Explain the causes of Grievance Handling in detail. **07**
 (b) Explaining the concept of Workers’ Participation in Management and what is different between statutory and non-statutory forms of WPM **07**
- OR**
- Q.5** (a) Explain in detail principles of Discipline and the procedure for disciplinary action? **07**
 (b) Explain in detail types of Discipline and the procedure for disciplinary action? **07**
