

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Integrated - SEMESTER– IX EXAMINATION – WINTER 2022

Subject Code: 2597132**Date: 15/12/2022****Subject Name: Management of Industrial Relations and Labour Laws****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) Explain the term Industrial Relations. Explain various Approaches to industrial relations. **07**
- (b) What is an Industrial Dispute? What are the legal provisions concerning strikes and lockout? **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) Define 'Contract Labor'. Explain the prohibition of employment of contract labor. **07**
- Q.3** (a) What are the important Supreme Court's guidelines on the Sexual harassment of Women workplace? **07**
- (b) Explain registration of establishments. Leave with pay and employment of children, women and young persons under "Shops and Establishment Act 1948. **07**
- OR**
- Q.3** (a) Clarify the concept of "Workers Participation in Management" and give Statutory and non statutory forms of WPM. **07**
- (b) Explain the term "Manufacturing Process". Discuss major provisions of the factories act 1948 with respect to safety and welfare of workers. **07**
- Q.4** (a) What do you mean by 'Discipline'? In what ways the positive approach to managing discipline more effective than legal approach. **07**
- (b) Define strike. Explain the situation in which strike and lockout are illegal. **07**
- OR**
- Q.4** (a) Define the term 'Retrenchment'. Explain the conditions precedent to retrenchment of workman. **07**
- (b) What is Collective Bargaining? Explain its process in detail. **07**
- Q.5** (a) Workers Participation in Management is justified. Comment by identifying levels of workers participation in management. **07**
- (b) Explain in brief the powers of Labor courts, Industrial Tribunals, and National Tribunals to give appropriate relief in case of discharge or dismissal of workmen. **07**
- OR**
- Q.5** (a) Give your review on Labor Policy of India in detail. **07**
- (b) Discuss various Factors Affecting Industrial Relations. **07**
