

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA Integrated– SEMESTER –IX-EXAMINATION – WINTER-2023**

Subject Code:2597132

Date: 08-12-2023

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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q. No.	Question Text and Description	Marks
Q.1	(a) Define the term “Labour Laws”. Explain principles of Labour laws?	07
	(b) Explain Labour Welfare. Which is Agencies of Labour welfare?	
Q.2	(a) Explain the silent feature of Industrial employment (standing order) Act 1946 & state the matters to be provided in standing orders under industrial employment (standing order) Act 1946.	07
	(b) Discuss the theories on employee welfare with suitable examples.	07
<b>OR</b>		
	(b) Define the term Indiscipline and explain the formal procedure for disciplinary action.	07
Q.3	(a) Explain special provisions related to strikes, lockouts and retrenchment with reference to Industrial Dispute Act.	07
	(b) Define the grievance and explain the grievance handling mechanism with an organization.	07
<b>OR</b>		
Q.3	(a) Explain in detail provisions regarding Safety as per Factory Act 1948.	07
	(b) What do you mean by Industrial disputes? Explain the authorities under the act for resolution of industry dispute?	07
Q.4	(a) Explain Supreme Court’s guidelines regarding Sexual harassment of women at Workplace.	07
	(b) Give the overview of workers participation in management in India.	07
<b>OR</b>		
Q.4	(a) What is Contract Labour and in what conditions contract Labour system can be abolished?	07
	(b) Explain in brief Child Labour Act, 1986	07
Q.5	(a) What are Obligations of apprentices as per Apprentice Act?	07
	(b) Define Industrial Dispute? What are Causes for Industrial Disputes?	07
<b>OR</b>		
Q.5	(a) Explain essential ingredient of contract of apprentice.	07
	(b) Define WPM. Explain different levels of WPM.	07

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