

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED-SEMESTER-IX-EXAMINATION-WINTER-2024

Subject Code: 2597132

Date: 25/11/2024

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.1** (a) Define the term Labour Law? Explain the principles of Labour Law **07**
(b) What is Labour Welfare? Explain the theories of Labour Welfare **07**
- Q.2** (a) Explain the rights and liabilities of registered Trade union according to the Trade Union Act 1962 **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) What is Contract Labour? Describe obligation of Employers/Contractors as per Contract Labour Act. **07**
- Q.3** (a) Define the "Factory". Explain the provisions regarding the health of workers as per factory act 1948. **07**
(b) State the provisions regarding Health and Safety as per Factories Act. **07**
- OR**
- Q.3** (a) Define Industrial Dispute. Explain special provisions related to strikes and Lockouts as per Industrial Dispute Act. **07**
(b) Explain object and scope of Child Labour (Prohibition and Regulation) Act 1986. **07**
- Q.4** (a) A Worker Participation in management is justified. Comment by identifying levels of workers participation in management **07**
(b) Explain essential ingredient of contract of apprenticeship as per Apprentice Act, 1961 **07**
- OR**
- Q.4** (a) Explain in brief the powers of Labour courts, Industrial Tribunals, and National Tribunals to give appropriate relief in case of discharge or dismissal of workmen **07**
(b) State functions of Collective Bargaining. Discusses factors obstructing Collective Bargaining. **07**
- Q.5** (a) Give your review on Labour Policy of India in detail. **07**
(b) What do you mean by 'Discipline'? In what ways the positive approach to managing discipline more effective than legal approach. **07**
- OR**
- Q.5** (a) Explain the term Grievance. Describe the model Grievance process in detail **07**
(b) Explain Supreme court's guidelines regarding Sexual Harassment of women at workplace. **07**
