

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA INTEGRATED- SEMESTER - IX EXAMINATION - WINTER 2025

Subject Code: 2597132

Date: 18-11-2025

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) Explain the fundamental principles of labour laws? **07**
(b) What are the key factors that influence industrial relations? **07**
- Q.2** (a) Discuss the significance of voluntary agencies in labour welfare initiatives? **07**
(b) How does the Trade Union Act define the requirements for trade union registration? **07**
- OR**
- Q.2** (b) What are the legal requirements and procedures an employer must follow during the retrenchment process? **07**
- Q.3** (a) What steps are involved in the registration process according to the shops and Establishment Act? **07**
(b) What are the notable supreme court directives concerning sexual harassment of women in professional environments? **07**
- OR**
- Q.3** (a) What responsibilities are outlined for employers and contractors in the Contract Labour Act? **07**
(b) In what ways does the Factory Act, 1948 address the health of workers, including any specific measures or standards that must be met by employers? **07**
- OR**
- Q.4** (a) In what ways is collective bargaining defined, and what roles do employers and employees play in this process? **07**
(b) What specific situations render strikes and lockouts unlawful? **07**
- OR**
- Q.4** (a) What key factors contribute to the successful functioning of worker participation in management (WPM) **07**
(b) What are the legal stipulations for employing children, women and young person's according to the shops and Establishment Act 1948? **07**
- Q.5** (a) What steps are involved in disciplinary proceedings that contribute to maintaining healthy industrial relations? **07**
(b) Discuss the key components of an effective grievance handling mechanism within an organization? **07**
- OR**
- Q.5** (a) Describe the key elements that must be included in a contract of apprenticeship under the Apprentice Act, 1961? **07**
(b) Explain the main objectives of the Industrial Disputes Act, 1947? **07**