Seat No.:	Enrolment No
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Subject Code: 4290108

Instructions:

Subject Name: Labour Laws Time: 02.30pm to 05.30pm

1. Attempt all questions.

2. Make suitable assumptions wherever necessary.

3. Figures to the right indicate full marks.

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA (TM) - SEMESTER - IX • EXAMINATION - SUMMER 2016

Date: 05-05-2016

Total Marks: 70

Q.1	(a) (b)	Discuss the meaning of Industrial Relations. In the light of the following statement, emphasise the importance of Labour and Industrial Laws. The statement reads: "The substantive issues of Industrial Relations are of perennial nature and thus, can never be a solution for all times to come." State the objectives of IR and HR. Discuss the measures that organizations can	07
	(D)	take in order to improve the IR, so that a better focus can be laid on utilizing HR for organizational growth.	U7
Q.2	(a)	Workers' participation in Management is one of the most significant modes of resolving industrial conflicts and encouraging among workers, a sense of belongingness towards their respective establishments where they work. In order to ensure this, there are statutory and non-statutory forms of Workers' Participation. Discuss these in brief.	07
	(b)	State the objectives of Collective Bargaining. Discuss the advantages and disadvantages of Collective Bargaining OR	07
	(b)	Both Management and Labour constantly strive to maximize their preferred values. In the process, disputes do happen. Discuss the importance of an effective grievance handling procedure and describe in detail, any one of the many grievance handling mechanisms followed in industries.	07
Q.3	(a)	Describe the characteristics and functions of a Trade Union. Discuss the positive role that can be played by Trade Unions for the smooth functioning of organizations.	07
	(b)	Define "Standing Orders" and state their importance. Discuss why, when and how should the Standing Orders be modified. OR	07
Q.3	(a)	Discuss the duties and powers of a Registrar of a Trade Union. Also discuss the role of a Registrar in the process of change of name, structure and dissolution of Trade Unions.	07
	(b)	Comment on the nature of Standing Orders and justify why they are obligatory and binding on the employers and the workmen.	07
Q.4	(a)	Define "Worker" and "Contractor" as per The Factories Act, 1948. Discuss the major provisions for "Health and Safety" under the said Act.	07
	(b)	Contract labour is increasing. Explain why? While the organizations stand to gain by having more contract labour, explain the obligation of employers and contractors towards contract labour as per The Contract Labour Act, 1970.	07
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		OR	
Q.4	(a)	Define "Factory" and "Occupier" as per The Factories Act, 1948. Discuss the general duties of the Occupier and his/ her obligations with respect to	07
		entitlements of wage and welfare of workers.	
	(b)	Write a brief note on any one:	07
		 Main features of The Contract Labour (Regulation and Abolition) Act, 1970. 	
		ii) Registration of establishments employing contract labour	
		ii) Roles and responsibilities of The Inspecting Staff as per The Contact Labour (Regulation and Abolition) Act, 1970.	
	(a)	Define "Industrial Dispute". Discuss the conditions precedent to retrenchment	07
	` ′	of workmen.	
	(b)	Write a short note on any one of the following:	07
		i) Distinctions and similarities between lay-offs and lock-out	
		ii) Strikes	
		iii) Work Committees	
		OR	
Q.5	(a)	Discuss the principal objects of The Industrial Disputes Act 1947, state the various agencies for settlement of disputes and bring out the importance of the	07
	(L.)	role of the Conciliation Officer.	07
	(b)	Write a short note on any one of the following:	07
		i) Tribunal and it's role	
		ii) Grievance redressal machinery	
		iii) Compensation to Workmen	
