

GUJARAT TECHNOLOGICAL UNIVERSITY**M.B.A -IIInd SEMESTER–EXAMINATION – MAY/JUNE- 2012****Subject code: 2830303****Date: 02/06/2012****Subject Name: Management of Industrial Relation and Labor Legislation (MIR&LL)****Time: 02:30 pm – 05:30 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) Define the term “Industrial Relation.” Explain the various factors affecting the industrial relation. **07**

(b) Define strike & lockout. Explain the situations in which strike and lockout are illegal. **07**

Q.2 (a) “The trade union movement in India has not developed along healthy lines”. Give your comment. **07**

(b) What do you mean by industrial disputes? Explain the authorities under the Act for resolution of industry disputes. **07**

OR

(b) Define the term “Lay-off”. Explain the special provisions of Industrial Disputes Act 1947 regarding “Lay-off”. **07**

Q.3 (a) Define the “Factory”. Explain the provision regarding the health of workers as per the Factory Act, 1948. **07**

(b) Explain the various provisions regarding welfare and health of Contract Labour Act, 1970. **07**

OR

Q.3 (a) Explain the provisions regarding the annual leave with wages and procedure for availing of leave of Factory Act, 1948. **07**

(b) What do you mean by collective bargaining? Does the labour legislation in India provide for recognition of bargaining agent? **07**

Q.4 (a) Explain the rights and liabilities of a registered trade union as per the Trade Union Act 1926 in brief. **07**

(b) What do you mean by standing orders? State the matters to be provided in standing order under Industrial Employment Standing Order Act, 1946. **07**

OR

Q.4 (a) Explain the silent features of Trade Union Act 1926. **07**

(b) Define contract labour. State the constitution of advisory board under the Act in brief. **07**

Q.5 (a) Explain the statutory & non-statutory forms of worker’s participation in management. **07**

(b) What do you mean by “Discipline”? In what ways the positive approach to managing discipline more effective than the legal approach. **07**

OR

Q.5 (a) Define WPM. Explain the necessary conditions for effective working of WPM. **07**

(b) What steps should the management take for the effective redressal of employees’ grievances? **07**
