

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA SEMESTER- III - EXAMINATION-SUMMER-2024

Subject Code: 4539293

Date: 29/04/2024

Subject Name: Management of Industrial Relations and Labour Laws

Time: 02:30 PM TO 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.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

Q.1 Explain the following terms: **14**

- (a) ILO
- (b) Hazardous process
- (c) WPM
- (d) Retrenchment
- (e) Lay Off
- (f) Trade union
- (g) Voluntary arbitration

Q.2 (a) What are the directive principles of labour laws? Also explain what are the fundamental rights of workers at workplace? **07**

(b) What are the statutory and non-statutory welfare schemes for the workers at the workplace? **07**

OR

(b) What is employee discipline? Also describe code of discipline with its features. **07**

Q.3 (a) According to Industrial Employment Standing Order Act, 1946, what are standing order and the procedure for approval of standing orders? **07**

(b) Explain registration of establishments and licensing of contractors as per contract labour act, 1970. **07**

OR

Q.3 (a) What are the health, safety and welfare provisions for workers according to factories Act, 1948? **07**

(b) What are the regulations of conditions of work of children according to The Child Labour Act, 1986? Also narrate penalties on violations of rules. **07**

Q.4 (a) Explain in detail Apprentice Act, 1961. **07**

(b) What are the provisions of strikes and lockouts according to Industrial Disputes Act, 1947? **07**

OR

Q.4 (a) As a HR manager how you will handle grievance and why is it important to handle? **07**

(b) What is the supreme court guidelines related to sexual harassment of women at workplace? **07**

CASE STUDY:

For Bata, labor had always posed major problems. Strikes seemed to be a perennial problem. Much before the assault case, Bata's chronically restive factory at Batanagar had always plagued by labor strike. In 1992, the factory was closed for four and a half months.

When the new management team weeded out irregularities and turned the company around within a couple of years, tackling the politicized trade union proved to be the hardest of all tasks. On July 21, 1998, Weston was severely assaulted by four workers at the company's factory at Batanagar, while he was attending a business meet.

The incident occurred after a member of BMU, Arup Dutta, met Weston to discuss the issue of the suspended employees. Dutta reportedly got into a verbal duel with Weston, upon which the other workers began to shout slogans. When Weston tried to leave the room the workers turned violent and assaulted him. This was the second attack on an officer after Weston took charge of the company, the first one being the assault on the chief welfare officer in 1996. Soon after the incident, the management dismissed the three employees who were involved in the violence. The employees involved accepted their dismissal letters but subsequently provoked other workers to go in for a strike to protest the management's move. Workers went on a strike for two days after that.

In February 1999, a lockout was declared in Bata's Faridabad Unit. Middleton commented that the closure of the unit would not have much impact on the company's revenues as it was catering to lower-end products such as canvas and *Hawaii chappals*. The lock out lasted for eight months. In October 1999, the unit resumed production when Bata signed a three-year wage agreement.

On March 8, 2000, a lockout was declared at Bata's Peenya factory in Bangalore, following a strike by its employee union. The new leadership of the union had refused to abide by the wage agreement, which was to expire in August 2001. Following the failure of its negotiations with the union, the management decided to go for a lock out. In July 2000, Bata lifted the lockout at the Peenya factory.

However, some of the workers opposed the company's move to get an undertaking from the factory employees to resume work. The employees demanded revocation of suspension against 20 of their fellow employees. In September 2000, Bata was again headed for a labour dispute when the BMU asked the West Bengal government to intervene in what it perceived to be a downsizing exercise being undertaken by the management.

BMU justified this move by alleging that the management has increased outsourcing of products and also due to perceived declining importance of the Batanagar unit. The union said that Bata has started outsourcing the Power range of fully manufactured shoes from China, compared to the earlier outsourcing of only assembly and sewing line job.

- (a) How poor industrial relation affected company's productivity and performance? 07
- (b) If you were the CEO, How you would have tackled the IR problems at Bata India? 07

OR

- Q.5** (a) According to you, what are the reasons for poor industrial relation at bata India? 07
- (b) What lessons you have learned from the case study? 07
