

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA-SEMESTER-III-EXAMINATION-SUMMER-2025

Subject Code: 4539293**Date: 12/06/2025****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. No.	Question Text and Description	Marks
Q.1	Definitions / terms / explanations / short questions based on concepts of theory/practical	14
	1. lay-off, 2. Retrenchment 3. Lock-out, 4. Strikes 5. Industrial Relations 6. National Tribunals 7. Arbitration	
Q.2	(a) “Industrial relations in India are not conducive to rapid Industrial Growth “Do you agree? State the reasons.	07
	(b) When does an Individual dispute become an industrial dispute? Explain.	07
	OR	
Q.2	(b) What are the different methods available in settlement of industrial dispute under Industrial Disputes Act 1947	07
Q.3	(a) What are the provisions of the act regarding appointment of safety officers? Explain.	07
	(b) What are the provisions relating to health in case of women in the organization?	07
	OR	
Q.3	(a) How is the Marxist approach different from the pluralist and the Gandhian approach to industrial relations? Discuss	07
	(b) Discuss the provisions regarding strikes, lockouts, layoff, retrenchment under the industrial disputes act.	07
Q.4	(a) Explain the process of registration of trade union in India.	07
	(b) Workers participation in management is failed in India? Do you agree? Justify your viewpoint.	07
	OR	
Q.4	(a) What are the duties and power of Conciliation officer and Adjudication officer?	07
	(b) Define Discipline. Write various forms of discipline. Explain	07

Q. 5 Discipline handling process.
Case Study-

Muthu worked in a public sector organization. He was briefed regarding operation of the pivot lathe in the metro shop and was told to operate it in the Northern direction. Muthu tried to operate it from the Southern direction and was injured. There was safety guard on the machine, workers had told not to remove. According to the management Muthu disregarded instructions and removed the safety guard. It was clearly displayed on the notice board that before starting the machine, workman should satisfy themselves that guards are fixed. In this case Muthu met with an accident while performing his duty and injured his hand.

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| (a) | Is this case one of grievance or indiscipline? Why | 07 |
| (b) | Are the principles of natural justice applicable in this case? Why? | 07 |

OR

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|------------|---|-----------|
| (a) | Would this be classified as willful disobedience? | 07 |
| (b) | Is Muthu entitled to any form of compensation? | 07 |
