

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

Subject Code: 4539293

Date: 19/12/2024

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 Answer the following in brief** **14**
1. Define Industrial Relations
 2. Define factory as per factories act, 1948
 3. Define child as per the child labour act, 1986
 4. Define Apprentice as per the Apprentice act, 1961
 5. Define Layoff as per Industrial Disputes act, 1947
 6. Define Sexual Harassment as per POSH act, 2013
 7. Define Closure as per Industrial Disputes act, 1947
- Q.2 [A]** Explain the causes for industrial disputes and examine its impact on industrial relations. **07**
- [B]** Elaborate the objectives of labour welfare. Explain the statutory and voluntary labour welfare measures. **07**
- OR**
- [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**
- Q.3 [A]** State the provisions of the factories act, 1948 regarding Safety and Welfare **07**
- [B]** “Workers’ participation in management is the soul of industrial relations” justify this statement in light of necessary conditions for its effectiveness. **07**
- OR**
- [A]** What is the Primary duty of an employer and contractor covered under Contract labor Act, 1970. **07**
- [B]** What is the purpose of grievance redressal mechanism? Assess the process of grievance handling mechanism with suitable example? **07**
- Q.4 [A]** Explain the provisions of Child Labour act, 1986 **07**

- [B] Priya, a young marketing executive at XYZ Corp, has been facing inappropriate behavior from her immediate supervisor, Mr. Sharma. Over the past few weeks, Mr. Sharma has made unwelcome advances toward her, including making suggestive comments, sending personal messages late at night, and frequently standing too close during one-on-one meetings. Priya feels uncomfortable and unsafe, but she hesitates to speak up, fearing repercussions for her career. However, after the behavior escalates when Mr. Sharma tries to invite her to a work-related dinner under personal pretenses, Priya decides to file a formal complaint. Select in detail the appropriate provisions of Sexual Harassment act applicable to this case 07

OR

- [A] Explain the provisions of Apprentice act, 1961 07
- [B] Ravi, an assembly line worker at ABC Manufacturing, has been accused of misconduct by his supervisor, Mr. Kapoor. The accusation is related to Ravi's alleged theft of company property—a set of expensive tools—that were found missing after his shift. The company has a strict code of conduct, and theft is considered a serious offense that could lead to termination. However, Ravi denies the allegation, claiming that he was not responsible for the missing tools. Determine the proper domestic inquiry process for this case 07

Q.5

Industrial Dispute at BrightTech Electronics

BrightTech Electronics, a medium-sized manufacturing company based in Pune, specializes in producing electronic components for consumer gadgets. The company has about 300 workers, most of whom are members of the BrightTech Workers Union. The company has had a relatively peaceful industrial relations history, with occasional disputes being resolved through negotiations

However, in the past six months, relations between the management and the union have become strained due to the introduction of new automation technologies that have reduced the need for manual labor on the production floor. Many workers fear that the company's move toward automation will result in job losses. Tensions have further escalated when the management introduced a new productivity-linked wage system without consulting the union.

On March 1st, BrightTech's management announced that they would be laying off 50 workers due to "operational efficiencies" gained from the new technology. This triggered an outcry from the workers and the union. The BrightTech Workers Union claimed that the layoffs were unfair, especially since the company had not discussed the issue with the union beforehand, which was a violation of the existing collective bargaining agreement.

In response, the union demanded:

- Immediate reinstatement of the laid-off workers.
- A halt on future layoffs until a proper negotiation takes place.
- Revisions to the productivity-linked wage system, which they claimed had unfairly reduced their earnings.

The union threatened to go on strike if their demands were not met within a week. The management, on the other hand, argued that the layoffs were necessary for the company's survival in a highly competitive market and that the wage system was designed to reward more productive workers.

On March 5th, the union began a strike, demanding the resolution of their grievances. The strike caused production at BrightTech to come to a standstill, and the company began incurring significant losses due to missed deadlines and delayed orders.

As the strike entered its second week, the company's management decided to declare the strike illegal, arguing that it violated the terms of the Industrial Disputes Act, 1947, which requires workers to provide notice of the strike in industries classified as "public utility services" (to which BrightTech belonged due to its contracts with government agencies). The union countered that they had given proper notice and that the layoffs and changes to the wage system violated the terms of the collective agreement, thus justifying their strike.

With no resolution in sight, the dispute was referred to the Conciliation Officer by the state labor department. The officer called for a meeting between the union and the management to mediate the conflict

- [A] Was the strike justified as per the Industrial Dispute Act? 07
- [B] Could the management have handled the situation differently? Justify your answer 07

OR

- [A] What role can the Conciliation Officer play in resolving this dispute? Explain in detail. 07
- [B] Did the management violate labor laws by failing to consult the union before introducing automation and the new wage system? Why? 07
