

Roll No



**PRESIDENCY UNIVERSITY
BENGALURU**

**SCHOOL OF MANAGEMENT
MID TERM EXAMINATION - NOV 2023**

Semester : Semester III - 2022

Course Code : MBA3008

Course Name : Sem III - MBA3008 - Industrial Relations and Labor Laws

Program : MBA

Date : 6-NOV-2023

Time : 10:00AM - 11:30AM

Max Marks : 50

Weightage : 25%

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Question paper consists of 3 parts.
- (iii) Scientific and non-programmable calculator are permitted.
- (iv) Do not write any information on the question paper other than Roll Number.

PART A

ANSWER ALL THE QUESTIONS

(5 X 2 = 10M)

1. Outline the Dunlop's Model of Industrial Relation. (CO1) [Knowledge]
2. Describe in your own words the Trusteeship Gandhian Approach. (CO1) [Knowledge]
3. Describe the reasons for workers to join the trade unions. (CO2) [Knowledge]
4. Define "trade dispute" as per the Trade Union Act 1926. (CO2) [Knowledge]
5. Define a "Trade Union" as per the Trade Union Act of 1926. (CO2) [Knowledge]

PART B

ANSWER ALL THE QUESTIONS

(3 X 6 = 18M)

6. The primary objective of industrial relations is to bringing about sound and healthy relations between employers and employees. Discuss in details the objectives of Industrial Relations. (CO1) [Comprehension]
7. Discuss the actors of Industrial relations and explain the significant role played by the governments, a prominent actor. (CO1) [Comprehension]

8. Mr. Vivek is the trade union leader in Vikas Steel Ltd. He finds it too difficult to bring together the members to fight for the legal rights of employees. Discuss the reasons and measures to strengthen the trade unions.

(CO2) [Comprehension]

PART C

ANSWER THE FOLLOWING QUESTION

(2 X 11 = 22M)

9.

In an engineering factory established in 1945 near Delhi, the employer and the only recognized trade union 'A', functioning since the inception of the factory, have been working hard to ensure a high level of productivity and profitability of the enterprise and also a satisfactory level of standard of living for the workers. They have been entering into collective agreements on matters of mutual interests including the terms and conditions of employment of workers. In 1950, two more trade unions 'B' and 'C' led by outsiders also came to be formed in the factory. These two new unions started placing exorbitant demands before the management and organized demonstrations and strikes leading to the impairment of the smooth functioning of the enterprise.

The management then approached the Labour Department with a request to intervene. The Labour Department declared the strikes organized by the two new unions illegal and convened a meeting of the parties with a view to providing a solution to the disturbed industrial relations in the enterprise. Unions 'B' and 'C' did not participate in the meeting. The government then referred the issue before a tribunal which recognized the status of union 'A' as the sole bargaining agent and debarred unions 'B' and 'C' from any activity in the enterprise.

Questions

1. Illustrate the parties involved in the industrial relations of the enterprise. (3 Marks)
2. Interpret the rules governing the terms and conditions of employment of workers been formed in the enterprise. (4 Marks)
3. Interpret the role of the government in the industrial relations of the enterprise. (4 Marks)

(CO1) [Application]

10. Different stages in grievance procedure

In a large-scale steel plant, the grievance procedure in operation specifies the subjects coming under the purview of the procedure. These include: amenities and services, compensation, fines, increment, leave, misconduct, discharge and dismissal, promotion, safety appliances, transfer, victimization and increment.

The procedure provides for three stages through which grievances could be processed. In the first stage, the employee having a grievance is required to meet their supervisor/foreman and talk it over with them. If the worker is satisfied, the matter ends here. If they are not satisfied, they have to place the grievance in writing in the prescribed form to the supervisor/foreman who is required to give a written answer within three days.

If the worker is still dissatisfied, they may place his grievance in writing before the head of the department concerned. The head of the department is required to discuss the issue with the employee and the supervisor/foreman concerned and send a reply within three days of the receipt of the complaint.

If the worker is not satisfied with the outcome at this stage, they may appeal in writing to the zonal works committee within 15 days of the receipt of the complaint. Unanimous decision of the zonal works committee is final. If no unanimity is reached in the committee, the worker is free to take any constitutional measure open to them.

Questions

1. Interpret the significance of setting a time limit at every stage of the grievance procedure. (4 Marks)
2. Illustrate at which of the stages are the union's representatives involved in the deliberations. (4 Marks)
3. Interpret the status of arbitration in the procedure. (3 Marks)

(CO2) [Application] 2/3