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**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2014-16) (HR)**  
**Third Semester Examination October 2015**

<b>Subject</b>	<b>Employee Relations &amp; Labour Laws</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>		<b>Date</b>	<b>28-10-2015</b>

**Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.**

**Q1) 20 Marks (Compulsory)**

Prathamesh Steel (Pvt.) Ltd. founded 15 years before by Mr. A.M. Bapat was having booming time. At that time, Mr. Bapat, worked both in the office and in the factory and knew his men and they knew him. Production standard were always maintained and labour turnover was practically non-existing. As the business mushroomed, the number of employees has progressively increased. Thus, Mr. Bapat's greetings and conversation with his workers became less frequent. In fact, he had so many things to do, that he could no longer supervise the factory. Thus, he hired another man, Mr. Bose as a plant supervisor. As this time though the number of workers increased to about 500, labour turnover and absenteeism increased along with the labour cases. The only thing that decreased was productivity. In order to meet the situations, Mr. Bapat granted substantial increase in wages which were already high and made some arrangements for increment earnings based on merit rating on seniority. Yet labour turnover and absenteeism continue at a high rate. On investigation, it was found that the new plant supervisor lacked the patience and understanding which is necessary for dealing with the employees. When something was found wrong, he was scolding the employees but no attempt was made to find the case of faulty work. Meanwhile, labour unrest developed. The , worker began to complain about working on Saturdays and not having either time or facilities change from work clothes to original dresses after work, about toilet facilities etc. Some of the claims were' not found sufficiently justified or easy to meet. Mr. Bapat offered to workers as compensation, a new rise in wages with more liberty in allowing vacation time all of which the company could well afford.

**Questions**

**(20 marks)**

1. Were the steps taken by Mr. Bapat right?
2. What do you think he should have done in order to improve the situation?

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) IR Manager plays an important role in managing the Industrial Relation scenario – explain
- b) What is meant by Industrial Conflict & Industrial Peace? What are the measures taken to achieve the Industrial Peace?
- c) What is the objective of Industrial Employment Standing Orders Act?

**Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Multiplicity of Trade Unions has impact over the workers as well as management – explain the statement with examples
- b) What are the Deductions allowed as per the Payment of Wages Act
- c) State the reasons for joining the trade union for workers - in detail.

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) What is compensation? Elaborate on different types of compensations with examples, as per the Workmen's Compensation Act.
- b) Write in detail with examples about the benefits provided under the ESIC Act.
- c) Define Workers Participation. What are the objectives of Workers Participation.

**Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define Collective Bargaining. Explain the importance of Collective Bargaining for both the parties (management & workers)
- b) Gratuity is a social piece of legislation – explain the statement
- c) Distinguish between Layoff & Lockout

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define factory under the Factories Act. Mention the sections related to Health measures under the Factories Act.
- b) Explain the term Golden Handshake with example.
- c) What are the provisions required for the union to be registered as per the Trade Union Act?

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) State the provisions related to the working time under the Bombay Shops & Establishment Act.
- b) Write about the various types of Workers participation processes done in Indian Industry? Explain with examples
- c) Briefly write about the Preconditions for Industrial Peace.