

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2014-16)
Fifth Trimester Examination January 2016

Subject	Industrial Relations and Labour Welfare		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	

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

Q1) 20 Marks (Compulsory)

Read the case study and answer the questions given below :

ABC Limited introduced voluntary retirement scheme (VRS) with a view to reduce 10% of its staff in certain categories. The union contested the right of the management to introduce VRS without giving notice of change under Section 9A of the Industrial Disputes Act, 1947. It filed a petition in Mumbai High Court for stay of VRS on the ground that when 10% of the employees leave, their work would have to be done by the remaining employees. This meant that the service conditions of the remaining employees were unilaterally altered without notice and consultation with the union. The High Court passed an interim order admitting the union's plea. The management appealed before the bench of the High Court. The management submitted to the court that the union had earlier entered into an agreement with them wherein the union had agreed, among other things, that the management could take necessary steps to modernize and / or restructure the organization without retrenchment with a view to face the competitive challenges. The management argued that it was not resorting to retrenchment and that it was introducing VRS with a view to restructure the company and gear it to meet the competitive challenges. The judge called the union and management into his chambers and told the union that in view of the subsisting agreement where the union had conceded to the management the right to restructure and because the management was introducing VRS in pursuing one of the agreed clauses, there was no need to issue notice under Section 9A of Industrial Disputes Act, 1947. The management also contended that several hundred companies have, over the years, introduced VRS without introducing notice of change and that it was grossly unreasonable to expect the management not to do so in this case.

1. What are the main issues in this case?
2. Design a VRS compensation for the employees of ABC limited.

Attempt Any FOUR from the Remaining SIX Questions

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

- a) 'Industrial labour was in a very sorry state at the beginning of Industrial revolution.' Do you agree with this statement? Justify.
- b) What is meant by strike?
- c) What is meant by the term Industrial Relations?

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

- a) What is a labour court?
- b) Why do workers form trade union?
- c) What is meant by Works Committee?

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

- a) Describe the characteristics of a trade union.
- b) Write a short note on : Collective Bargaining
- c) Who is a conciliation officer?

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

- a) Explain the model grievance procedure.
- b) Justify the need for workers participation in management.
- c) Discuss 'oral reprimand' as a minor punishment in reinforcing discipline.

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

- a) Write a short note on : Lock-out
- b) "Collective bargaining is very important from the point of view of the employee" Justify.
- c) Discuss the need for employee counseling.

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

- a) Discuss the procedure of conducting domestic enquiry.
- b) What are some of the common issues related to discipline faced by organizations?
- c) As a labour officer what are the welfare facilities that you will provide to your employees in addition to the statutory requirements?