

VPM's
DR VN BRIMS, Thane
Programme: MMS (2021-23)
Third Semester Regular Examination February 2023

Course Name: Labour Laws and Implications on Industrial Relations		Course Code	MMS-H-307		
Roll No.		Marks	60		
Total No. of Questions		6	Duration	3 Hours	
Total No. of printed pages		2	Date	13-02-2023	
Course Outcome Statements:					
CO1: To understand the key concepts in IR and Labour Law for its practical application in business					
CO2: Explain the IR and Labour Law approach, theories used in various business situation and employee development in workplace.					
CO3: understanding IR issues and need for collective bargaining and negotiation in solving the IR issues which would help in solving industrial dispute.					
CO4: Analyze the impact of the IR and labour various aspect of industrial dispute					
CO5: Evaluate the various industrial issue and IR and labour law used in the organisation across to achieve the goals of business and employee development.					
Instructions: -			Marks	BL	CO
Q. No 1 (All Questions are Compulsory)					
Q. No.		Questions			
Q. 1		Case/Case-let Study (500-800 words) Rahul working with the appellant company assaulted Anil the charge man of the company factory while he was returning home after his duty . The assault was committed by Rahul on Anil because he was in favour of the introduction of the incentive bonus scheme the was approved by one set of workmen and was opposed by another with the result the two rival union belonging to these two sets respectively was arrayed against each on that question. After holding a domestic enquiry Rahul was dismissed. Appellant prove that without prejudice to the general meaning of the term misconduct. It was common ground that the alleged assault took place outside the factory and in fact at a considerable distance from it. The tribunal held that the assault in question could be treated as a purely private matter between Rahul and Anil with which the employer was not concerned and as a result of which standing order could not be invoked against Rahul.			
	a.	As an IR manager, how will you analyse the domestic enquiry?	6	Level 4	CO4
	b.	Evaluate the tribunal standing order.	6	Level 5	CO5
Q. 2		Answer Any one from the following.			
	a.	Evaluate which approaches should be used in coal mines to solve IR issues.	6	Level 5	CO5
	b.	Assess whether the manufacturing sector should	6	Level 5	CO5

		follow Industrial Employment standing order 1946.			
Q. 3		Answer Any one from the following.			
	a.	Shankar, a workman whom his employer lays off, refuses to accept alternative employment in another establishment belonging to the same employer situated in Bangalore. Analyse Shankar's desires to claim lay-off compensation.	6	Level 4	CO4
	b.	IR managers need to have good communication and people person traits; Analyse how you will solve and identify IR issues in your organisation using these traits.	6	Level 4	CO4
Q. 4		Answer Any two from the following.			
	a.	Apply the concept of labour welfare in textile industries.	6	Level 3	CO3
	b.	Apply the factories Act of 1948 for workers' safety and welfare in Electronics and Semiconductor manufacturing industry in India	6	Level 3	CO3
	c.	Apply the step to be followed while taking disciplinary action against an employee who has committed misconduct.	6	Level 3	CO3
Q. 5		Answer Any two from the following.			
	a.	Explain the various approach to Industrial relationships.	6	Level 2	CO2
	b.	Explain the concept of collective bargaining and the steps required for collective bargaining to be successful.	6	Level 2	CO2
	c.	Central Government MAKE IN INDIA scheme to be successful list new trends in IR and the future of IR in India.	6	Level 2	CO2
Q. 6		Answer Any two from the following.			
	a.	Define work committee.	6	Level 1	CO1
	b.	What are the objectives of the Payment Act?	6	Level 1	CO1
	c.	How do industrial tribunals solve labour problems?	6	Level 1	CO1