

VPM's
Dr. VN BRIMS, Thane
Programme: PGDM(2017-2019) (HR)
PGDM Trimester V Examination – December 2018

Subject		Industrial Relations and Labour Welfare	
Roll No.		Marks	60
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	27.12.2018

Note: Answer to Question 1 is compulsory.
Answer any FOUR from the remaining SIX Questions.

1. Compulsory Question: Answer **BOTH** - a) and b) parts 10+10 marks

- a Bharat Automotives, an automation product manufacturer with its manufacturing units in different States has declared lock-out in its manufacturing unit in Jaipur, following threats of indefinite strike by its workmen demanding revision in wages which have been stagnating for last 5 years.

The negotiations had been going on for the past 20 months and several rounds of talks had been held before the Conciliation Officer. However, no settlement could be reached between the Management and the Unions. The matter has now been referred for adjudication before the Industrial Tribunal.

The Unions had been agitating by go-slows and hunger strikes to pressurize the Management to yield to their demands for revision of the wages. Consequently, the production output of the unit had gone down to 70% of the normal benchmark.

The management therefore declared the lock-out calling these actions of the unions i.e. go-slows and hunger strikes as 'illegal', seriously affecting the production and financial viability of the manufacturing unit. The management does not expect an immediate impact on their existing commitments/ deliveries to the customers because of available stocks in inventory, established and working production units in other States, low market demand, etc.

Some of the workers are of the view that the labour unions have underestimated the staying power of the management, as the company has several production units in different States and recent changes effected in labour laws have made the environment favourable for the employers.

The management does not seem to be in a mood to negotiate or settle an agreement with workers and it appears that lock-out may not be lifted in the near future and this situation would be a setback for trade unions and the workers, in case the agitation continues further in this manner.

- 1 What do you think about the actions taken by management of Bharat Automotives in dealing with their workmen in this matter?
- 2 In your view what approach should be taken by the management and the unions when the matter is heard by the Presiding Officer of the Industrial Tribunal?

- a) Gola Cola, a leading beverage company with bottling plants in different locations in India has come in for severe criticism from environmental activists and experts for depleting groundwater resources and dumping waste products into farmlands.

This is causing severe shortage of drinking/ irrigation water for the local communities and thereby seriously affecting the livelihood of farmers. This has created a negative impact on Gola Cola brand and customers have started boycotting their beverage products.

The company is becoming aware of the environmental, social and economic impact caused by their business and has decided to implement a wide range of measures to improve the quality of life of the locals, their workforce and society at large, as part of its Corporate Social Responsibility initiatives.

1. What programmes would you suggest to the company under Corporate Social Responsibility to achieve its objectives?
2. How would each of the programmes that you suggest, improve the lives of the local population, its workforce and the society at large?

2. Answer any TWO from a), b) or c) – 2x5 marks

- a) Explain the role of the components of an industrial relations system?
- b) What is the importance of laws for regulating Industrial relations?
- c) Discuss the effect of globalisation on industrial relations in India?

3. Answer any TWO from a), b) or c) - 2x5 marks

- a) Name some omissions and commissions which would amount to misconduct in an organisation.
- b) What are non-statutory methods of resolving Industrial conflict?
- c) Explain the concept of collective bargaining?

4. Answer any TWO from a), b) or c) - 2x5 marks

- a) What are the forums through which workers participate in management?
- b) By what methods, do trade unions achieve their objectives?
- c) What are different approaches to labour welfare?

5. Answer any TWO from a), b) or c) – 2x5 marks

- a) What laws provide for welfare of labour in India?
- b) What is the need for Voluntary Retirement Scheme?
- c) What are the features of an effective grievance handling system?

6. Answer any TWO from a), b) or c) – 2x5 marks

- a) Explain the factors that affect industrial relations policy in an organisation?
- b) What are the objectives of workers participation in management?
- c) What is the interrelation of labour welfare with productivity?

7. Answer any TWO from a), b) or c) – 2x5 marks

- a) What are the penalties given for misconduct under disciplinary rules in an organisation?
- b) Why is maintaining good industrial relations important?
- c) Explain the difference between registration and recognition of trade unions?