

VPM's
Dr. VN BRIMS, Thane
Programme: PGDM (2018 -2020)
PGDM Trimester V Examination – January 2020

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	08.01.2020

Note: Answer to Question 1 is compulsory.

Answer any FOUR from the remaining SIX Questions.

1. Compulsory Question:

4+4+4+8 marks

Case Study:

Across India, the automobile industry employing about 3.7 crore persons directly and indirectly, has been facing a slowdown, triggered by low consumer sentiment, non-availability of liquidity, and other factors. This has led to job losses and low production.

At the Gurugram plant of a prominent automobile manufacturer, the production of cars has reduced to almost half since July 2019 — from 60,000 to 30,000 vehicles per month. With demand shrinking, the third assembly line of the plant has been shut down, while the first assembly line is running only on a single shift. The plant has three assembly lines and two shift working on all the assembly lines.

It was reported that about 700 contractual workers, who had been on the rolls of the company for a decade or so, were asked to go on unpaid leave. Some of the employees have been laid off by giving all kinds of unsustainable excuses, like sleeping on the job, not being punctual, etc.

The labour union/s had suggested to the management that it should stop hiring temporary workers instead of sending contractual staff, who have been employed for a long time, on unpaid leave.

The management however claimed that permanent workers have not been affected despite the slowdown. However, the contracts of 700 workers that had expired in the recent past have not been renewed.

The union/s has filed cases in the labour department against the arbitrary retrenchment of the workers. In the past, workers' union/s had also submitted a charter of demands to the management, but these demands have not been looked at for a long time because of the slowdown. The arbitrary layoffs and unmet demands of workers have led to discontent amongst the workers and sporadic protests.

- a. What in your view are the main issues faced by the workers due to slow down in the Auto industry?
- b. What measures can the management take to deal with workers' problems in the slow market?
- c. What should be the union's role in this situation?
- d. If you were to suggest a VRS (Voluntary Retirement Scheme) for workers in the Company:
 - i) How would you justify it to the management? and
 - ii) What features would you propose for the VRS?

2. Answer any TWO from a), b) or c) –

2x5 marks

- a. What are the components of an industrial relations system?
- b. Explain the statutory methods of resolving industrial conflict?
- c. How has ILO influenced labour laws in India?

3. Answer any TWO from a), b) or c) –

2x5 marks

- a. Explain the respective responsibilities of management and workers in maintaining discipline in an organisation?
- b. What welfare measures are implemented in an organisation?

- c. Why are laws needed for regulating Industrial relations?
4. **Answer any TWO from a), b) or c) – 2x5 marks**
- a. Explain the concept of collective bargaining?
 - b. What are the forms of worker participation in Management?
 - c. What laws provide for welfare of labour in India?
5. **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 different approaches to labour welfare?
 - c. **What conditions are necessary for successful industrial relations?**
6. **Answer any TWO from a), b) or c) – 2x5 marks**
- a. What are the objectives of workers' participation in management?
 - b. What is the interrelation of labour welfare with productivity?
 - c. Explain the concept of CSR?
7. **Answer any TWO from a), b) or c) – 2x5 marks**
- a. How has globalisation affected industrial relations in India?
 - b. How has the concept of labour welfare evolved in India?
 - c. Name the important laws regulating Industrial Relations in India.