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Third Semester MBA Degree Examination, June/July 2015
Labour Law and Employee Relations

Time: 3 hrs.

Max. Marks: 100

Note: 1. Answer any THREE full questions from Q1 to Q6.
2. Question Q 7 and Q8 is compulsory.

- 1 a. Define industrial relations. Discuss the objectives of industrial relations. (05 Marks)
b. What is a trade union? Discuss its functions. (05 Marks)
c. Briefly discuss the tripartite approach to industrial relations. (10 Marks)
- 2 a. What do you mean by sexual harassment? Discuss the various measures to prevent sexual harassment at workplace. (05 Marks)
b. Briefly describe the benefits under maternity benefit Act 1961. (05 Marks)
c. What do you understand by employee discipline? Explain the procedure for disciplinary action. (10 Marks)
- 3 a. Explain the principles of natural justice. (05 Marks)
b. Discuss the provisions of factories Act 1948. (05 Marks)
c. Write a brief note on employees state insurance Act 1948. (10 Marks)
- 4 a. Give the meanings of show-cause notice and charge sheet. (05 Marks)
b. Briefly discuss the supreme court verdict on Vishaka versus state of Rajasthan case. (05 Marks)
c. Define Grievance. Explain briefly Grievance handling procedure. (10 Marks)
- 5 a. What is contract Labour? Discuss the main provisions of contract Labour (regulation and abolition) Act 1970. (05 Marks)
b. What do you mean by ILO? Explain its role. (05 Marks)
c. Briefly describe the schedule(5) of industrial disputes Act 1947. (10 Marks)
- 6 a. Briefly discuss the rising trends of strikes / lockouts. (05 Marks)
b. Discuss section 10(A) of industrial employment standing orders Act. (05 Marks)
c. What do you mean by collective bargaining? Briefly discuss the process. (10 Marks)
- 7 a. The process of collective bargaining and grievance procedures, have brought justice and democracy to the shop floor" – John. F. Kennedy. Justify this statement by explaining the importance of collective bargaining. (03 Marks)
b. Absenteeism is one of the major human problems faced by the Indian industries. Suggest some of the ways to manage and curb absenteeism at workplace. (05 Marks)
c. Identify the Act that guarantees equal remuneration to men and women workers for same work (or) work of similar nature. (05 Marks)
d. Quite often in business organizations conflicts arise because refusal by the management to negotiate the demands of workers. Describe strategies for solving such conflicts. (05 Marks)

8 CASE STUDY :

Phil, a supervisor, made several unsolicited sexually suggestive advances towards Rita in the workplace. Despite Rita repeatedly asking Phil to stop, the advances continued. Rita reported the matter to her manager, Raj. In recent months, Raj had heard of similar complaints from other female staff about Phil, but this was the first formal complaint. Unsure of what action to take Raj sent Phil a copy of the organizations sexual Harassment policy and asked him in an email to read the policy document and not to act in a manner that could contravene the policy, but took no other action. The behaviour continued and Rita and the other female staff made a formal complaint to the equal employment opportunity commission.

Questions :

- a. Did the organization meet its duty of care to the female employees? (05 Marks)
- b. What risks will the organization face? (05 Marks)
- c. If you were in Raj's position what would you have done? (05 Marks)
- d. How can the situations like this in the organizations can be avoided? Suggest few measures. (05 Marks)
