

2013

[This question paper contains 2 printed pages.]

Sr. No. of Question Paper : 1653

Roll No.....

Unique Paper Code : 101635

Name of the Paper : Industrial Relations and Labour Legislation

Name of the Course : Bachelor of Business Studies

Semester : VI

Duration : 3 Hours

Maximum Marks : 75

Instructions for the Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt all questions.
3. Internal choice is given.

1. Discuss the role of the three actors in industrial Relations . Highlight Dunlop's system approach to Industrial relations ? (10)
2. What are the objects of the Trade Unions Act, 1926 ? Discuss the procedure for registration and cancellation of trade unions. What are the functions of the registrar of trade unions ? (10)

OR

How are the trade unions in India organized ? What are their functions ? Trade union movement has come of age but is still plagued by innumerable problems. Discuss the issues facing trade unions in India.

3. What is the rationale behind the schemes of workers participation in management ? Discuss the role of works committees and joint management councils as schemes of workers participation in management. (10)
4. Detail the legal procedure for settlement of industrial disputes in India ? (10)
5. Discuss the prerequisites for collective bargaining. Write a note on collective bargaining in India. (10)
6. Discuss briefly the provisions of the Employee State Insurance or the Factories Act. (15)

P.T.O.

7. Read the following case study and answer the questions that follow : (10)

Case Study

Sagar Private Limited is a small company, which manufactures plastic products such as mugs, buckets, and other household utility products. This company, which is situated in an industrial belt in New Mumbai, has typical labour needs. Since quite a few operations including packing of products are done manually, the company employs 80 workers on the shop floor. The company supplies its products to retailers in and around Mumbai. It has a long production run and longer product life-cycles and therefore the management believes that the company is making fewer profits because of this. As a result, the top-management, which comprises of the members of Maheshwari family, since this is a family- managed business, decided to invest resources on automation to have shorter production runs and shorter product life-cycles. It has decided to introduce packaging machines to reduce semi-skilled and unskilled labour.

The company has a bad record in industrial relations since workers in the past have had several problems pertaining to wages and working conditions. Rajnath Dube, a worker who is often pampered by management to get their way, dominates the company union. Rajnath is a man who ranks very low in personal & professional ethics but has a way with people and is good at politics. He has a substantial clout with the workers who trust him and would act on his advice. But the management is fully aware that Rajnath may not be able to help much if the company thinks of retrenching workers. Rajnath immediately sensed a good opportunity to make a big sum so he pretended that convincing the workers was a Herculean task and he would need at least 6 months time to do this. The management was however impatient to introduce automation and told Rajnath to convince workers within 3 months to help them supplement the decision. Of course, Rajnath played his game and asked for a huge sum in reciprocation of his effort. The Maheshwari brothers were shocked at the price that Rajnath wanted. They however knew that things would only get worse if they refused Rajnath's proposal.

Case Questions

- (i) Was the Maheshwari family's method of introducing change in Sagar Private Limited appropriate? Please substantiate your response giving suitable reasons.
- (ii) How would you handle Rajnath if you were in place of the Maheshwaris?