

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Winter 2018 - 19 Examination**

**Semester: 3**  
**Subject Code: 06202201**  
**Subject Name: Labour Legislation - 1**

**Date: 29/11/2019**  
**Time: 10:30am to 1:00pm**  
**Total Marks: 60**

**Instructions**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1 Do as Directed.**

**A).Multiple choice type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. Find the odd one out
 

a) Overcrowding	c) Dust and fumes
b) Hoists and Lifts	d) Cleanliness
- 2 In 'layoff' the failure, refusal or inability to give employment may be due to
 

a) accumulation of stocks	c) natural calamities
b) machinery breakdowns	d) All of the above
- 3 Trade Union Act falls under
 

a) Regulative legislation	c) Protective legislation
b) Social Security legislation	d) None of the above
- 4 How many parties are there to Industrial Relations?
 

a) 1	c) 5
b) 3	d) 7
- 5 If the workers or anybody is aggrieved with the standing orders by the Certifying Officer then they can appeal within \_\_\_\_\_ days from the date on which the copies were sent
 

a) 30	c) 60
b) 45	d) none of the above

**B).Define the following. (Each of 1 mark) (05)**

1. Industrial Relations
2. Closure
3. Collective bargaining
4. Principle of Natural justice
5. Trade union

**C).Direct questions. (Each of 1 mark) (05)**

1. Explain any one reason as to why employees join trade union?
2. Give the definition of 'Industry' as mentioned in the Industrial Disputes Act, 1948.
3. What is sexual harassment as mentioned in the Act?
4. Give the definition of Social Security
5. State any two unfair labor practices on the part of management and also workers.

**Q.2 Answer the following questions.**

**A).Discuss the procedure for licensing, approval and registration under the Factories Act. (07)**

**B).Explain with examples the factors affecting industrial Relations. (08)**

**Q.3 Answer the following questions.**

**A). Discuss the provisions regarding health of workers under the Factories Act. (07)**

**B). Discuss the Rights and Privileges of Trade unions under the Trade Union Act, 1926 (08)**

**Q.4 Attempt any two questions. (Each of 7.5 mark) (15)**

1. Explain fully, the duties of employers to prevent sexual harassment at workplace as mentioned in the Sexual harassment at workplace (prevention, provision and redressal) Act and Rules, 2013

2. Harsh is a dedicated employee working at JKF Ltd. However, since the past 6 months he is dissatisfied with the organization because he has not been given a promotion despite his sincere and dedicated performance. His colleagues Bhavin and Urjit have surpassed him. Harsh is dissatisfied. How do you think should Harsh express his dissatisfaction to the top management so that he is honoured with a promotion? Explain the suitable procedure to be followed.
3. Explain the provisions relating to Registration of establishment and Licensing of Contractor under the Contract labour (Regulation & Abolition) Act, 1970.
4. Jane has been stealing important and costly chemicals from her factory since a year. However, nobody had noticed it, then, as Jane was never a suspect because of her regularity and sincerity in her work. It was just a week back that Mary was sipping a cup of tea and she overheard Jane talking over the phone to somebody about the delivery of the chemicals at 8 pm. Through their conversation Mary could guess that this kind of misconduct had been happening since a year. She comes and complains to you as you are the IR manager. How would you conduct the disciplinary proceeding against Jane? Elaborate.