

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA., Winter 2017 - 18 Examination

Semester: 3**Subject Code: 06202201****Subject Name: Labour Legislation-I****Date: 29/12/2017****Time: 02:00PM to 04:30PM****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. Which of the following is not an approach to Industrial Relation?
 - a) Gandhian Approach
 - b) Human Relation Approach
 - c) Prevention Approach
 - d) Sociological Approach
2. Type of strikes include _____
 - a) Stay away strike
 - b) Sit down and stay in strike
 - c) Pen down strike
 - d) All of the above
3. The purpose of having standing order is to _____
 - a) Create dispute
 - b) Regulate industrial relation
 - c) Wage increment
 - d) Promotion
4. Collective Bargaining is _____
 - a) a group action
 - b) flexible and mobile
 - c) two party process
 - d) All of the above
5. Sexual harassment is _____
 - a) Ethical
 - b) Uncivilized
 - c) Moral
 - d) legal

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

1. Industrial Relation
2. Trade Union
3. Grievance
4. Lockout
5. Industrial Dispute

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

1. Give the meaning of collective bargaining
2. What do you mean by Workers Participation in Management?
3. What is a factories Act , 1948?
4. What is Contract labour Act?
5. What is Tripartite bodies?

Q.2 Answer the following questions.

A).Discuss various factors affecting Industrial Relation. (07)

B).Explain Rights and Privileges of registered trade union. (08)

Q.3 Answer the following questions.

A).Discuss various provisions regarding Health and Safety according to factories Act (07)

B). Explain Anti- Sexual Harassment guidelines in India. (08)

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

1. Mr Rajiv is an employee of ABC Ltd. if Rajiv wants to join union of his company what are the points he should consider in the registration process of trade union.
2. If there is a dispute in 'Fag engineering' company. Kindly suggest some methods or mechanism for resolving dispute.
3. There is a grievance with Miss bela - employee of Himalaya company. What could be the model grievance procedure for her? Explain.
4. You are the legal advisor of one chemical company. Explain main provisions of Contract labour Act to your managers' team.