

ADMISSION NUMBER									

School of Business
Bachelor of Business Administration
Mid Term Examination - Mar 2024

Duration : 90 Minutes
Max Marks : 50

Sem VI - D1UA610T - Industrial Relations and Labour Laws

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Analyze the objective of labor laws and classify them based on different criteria. K4 (4)
- 2) Evaluate the objects on which the general funds of a registered trade union may be spent. K5 (5)
- 3) Assess the concept of Voluntary reference of disputes to arbitration under Industrial Dispute Act, 1947 K5 (5)
- 4) In the context of orderliness perspective, classify the structural approach of J. Henry Richardson and the systems approach of John T Dunlop by assessing the strengths and limitations of each in managing industrial relations. K3 (6)
- 5) Imagine a scenario in a manufacturing company where a significant industrial dispute has arisen between the management and the workers regarding changes in working hours. The workers are demanding shorter working hours due to safety concerns, while the management believes it may impact overall productivity. As an HR consultant, analyze and propose the most suitable method for settling this industrial dispute. Examine the potential implications of each method on the relationship between the parties, & the company's productivity. Justify your chosen method, how it aligns with promoting a positive industrial relations climate within the organization. K4 (8)
- 6) Compare and contrast the roles of the 'grievance settlement authority' and the 'grievance redressal committee' as per the original provision and the 2010 amendment as per Industrial Dispute Act, 1947. K5 (10)

7) In an iron and steel factory near Mysore, an industrial dispute arose on the issue of enhancement of wage-rates and allowances. When negotiations with the management failed, the only trade union in the factory informed the members about the failure of negotiations and asked them to adopt agitational methods. Demonstrations against the management and shouting of anti-management slogans became frequent. At the instance of the union, the workers went to their jobs, but did not handle tools or machines. When they did not get any response from the management, the union asked the workers to go on strike. The strike started and continued for 20 days, but the management was rigid on the resumption of work by the strikers as the first condition for starting talks. In the meantime, the workers of the ancillary industries of the area that supplied equipments and materials to the steel factory resorted to frequent work-stoppages for short periods in sympathy of the strikers of the steel factory, in complete defiance of the directive of the proper authority of the union to which they belonged. The trade union in the nearby colliery which supplied coal to the steel factory organized a two-day strike in support of the demands of the workers of the steel factory. A group of more militant workers of the factory occasionally confined some of the senior executives of the factory in their offices for hours together and did not allow them to leave. Ultimately, the state government declared the strike illegal and referred the dispute to an adjudication authority for disposal.

Ques-1. Discuss the term you will use for the strike in which the workers went to their workplace but did not handle tools and equipments. (4)

Ques-2. What type of strike was resorted to by workers of the ancillary establishments? (4)

Ques-3. Discuss the term you will use for the confinement of management executives in their office chambers for hours. (4)