

Reg. No. _____ Name _____

APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
FOURTH TRIMESTER MBA DEGREE EXAMINATION SEPT 2018

HR T4 – 3 – INDUSTRIAL RELATIONS AND LABOUR LAW

Max. Marks: 60

Duration: 3 Hours

Part A

Answer all questions. Each question carries 2 marks

1. List any two conditions essential of collective bargaining
2. Write a short note on Lay – off
3. State any two roles of Conciliation Officer
4. Briefly state the concept of Social Justice
5. When is gratuity payable? How is the amount of gratuity calculated?

Part B

Answer any 3 questions. Each question carries 10 marks

6. Elucidate the dimensions and objectives of ILO. Discuss the organs of ILO.
7. Discuss the concept of legal and illegal strikes, and, justified and unjustified strikes. How is strikes different from lockouts?
8. Distinguish between arbitration and adjudication. Give reasons for failure of arbitration in India.
9. “Various statutory provisions regarding labour welfare seldom achieve the purpose”.
Comment
10. Explain the offences and its penalty under Payment of Wages Act. Enumerate the persons to whom the provisions of Payment of Wages Act are applicable.

(3x10 marks = 30 marks)

Part C

Compulsory question, the question carries 20 marks

11. An MNC specialised in food processing has been operating in India for about 30 years. As a part of the management’s decision to expand the production, it was decided to shift the factory to another location about 25 Km away. As the workers transferred to the new factory were living in town the union demanded a wage hike of Rs. 70 per month, but the company offered to give Rs. 30 to cover the transport cost.

When the factory was being shifted to the new location the management and the union were on continuous negotiation on this issue. However, both the parties could not come to a settlement even after 6 months.

The management was adamant on their decision even though the union showed some flexibility. The union refused to compromise fully on the issue. They used go slow tactics to pressurise the management. Though the production went down drastically the management was firm on their stand. In the meanwhile, the management charge sheeted some of the trade union leaders and suspended them pending enquiry.

Questions:

- a) Do you justify the approach of the management and the workers? (10 marks)
- b) As a Human Resource Manager of the firm, how would you resolve the issue? (10 marks)
