

Name:
Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2022

Course: INDUSTRIAL RELATIONS
Programme: MBA (CORE) HRM
Time: 03 hrs.

Semester: II
Course Code: HRES7020
Max. Marks: 100

Instructions:

- 1. All sections are compulsory.**
- 2. This question paper contains 4 printed pages**

SECTION A
(2 x 10 = 20 Marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Every conflict between management and workers in an organization is an Industrial Dispute	2	CO2
Q-2	It is mandatory on part of the management to negotiate only with a recognized trade union to settle an industrial dispute	2	CO2
Q-3	A non-registered trade union is not a legal trade union	2	CO3
Q-4	In every company it is mandatory to give a six weeks' notice before striking	2	CO2
Q-5	"Gherao" is a tool workers resort to in which they encircle the person/ premises. "Gherao" is illegal	2	CO2
Q-6	A worker cannot be terminated for indulging in a strike, since strike is a legal weapon	2	CO1
Q-7	An organization may have a policy that allows the Internal Complaints Committee (ICC) to hear sexual harassment complaint filed by a male employee.	2	CO1
Q-8	It is mandatory to take the permission of the employer to form a Union of workers	2	CO1
Q-9	A show cause notice is mandatory to be given to an accused employee before suspending him pending the inquiry	2	CO2
Q-10	JMCs are formed to settle industrial disputes	2	CO3

SECTION B (4 x 5 = 20 Marks)

Q-11	What are the scope and objectives of industrial relations? Explain how they relate to the spirit of The Constitution of India?	5	CO1
Q-12	What are the different approaches to IR? What is the best approach and why?	5	CO2

Q-13	In case of transfer of undertaking what compensation has to be provided to the workers? In what cases the compensation need not be provided?	5	CO3
Q-14	What the various purposes on which funds of a registered trade union may be applied? Can a Union receive funds from a political party?	5	CO4
SECTION-C (3 x 10=30 Marks)			
Q-15	It has been observed that many a times female employees restrain from filing a complaint of sexual harassment. What are can be the several reason for this restrain? What steps may an organization take so that the female employees have courage and confidence?	10	CO3
Q-16	In India there are so many laws to ensure Industrial peace and harmony. Still there are strikes, lockouts, and other disruptions. What is the root cause of industrial disputes? Suggest methods an organization may take to achieve industrial peace and avoid industrial disputes?	10	CO2
Q-17	An employee was alleged of indulging in violent and riotous behavior while inside the factory premises. Prepare a show cause notice with an order of suspension pending inquiry against the employee.	10	CO3
SECTION-D (2 X 15 = 30 marks)			
Q-18	<p>Mr. Arun Mathur is the General Manager at Diamond Textiles based at Ahmedabad. The company produces terry towels. The company enjoys a good image in the market due to superior quality of its products. Last year the turnover of the company was 120 crores which is almost 40% of the market turnover.</p> <p>The company's labour union is very strong and is affiliated to state level political party. All the employees of the company are members of this union. 20% of these employees having served the company for more than 30 years.</p> <p>The employees have deliberately lowered their productivity and have been only fighting for their due and undue rights. The company is yet to link productivity with wages. Hence productivity is seriously being neglected.</p> <p>The reduced productivity has now increased the cost of production and affected the company's profitability. Mr. Arun Mathur is seriously thinking on certain ways and means to improve the individual productivity. He tends to convince the employees that improvement in productivity does not mean excess work for employees. Productivity growth can also be proportionately rewarded so that efficient employees are adequately encouraged to maintain improved performance results.</p> <p>Different practices, monetary and non-monetary incentives, training programs, literature and discussions are to be carefully designed to improve productivity in the company. Behavioral or attitudinal aspects of productivity improvement are to be taken in to account.</p>	30	CO4

	<p>Legal provisions of the labour law also need to be studied in relation to compulsory maintenance of average productivity.</p> <ol style="list-style-type: none"><li data-bbox="250 306 1295 373">1. Discuss various techniques, which can help Mr. Anil Mathur cope with the situation<li data-bbox="250 380 1295 485">2. In your opinion does decrease in productivity is “strike” as per the Industrial Disputes Act? If yes, is such strike legal? Discuss.		
	*****End of the paper*****		