



GL BAJAJ

Institute of Management & Research

Approved by A.I.C.T.E., Ministry of HRD, Govt. of India

Roll No.....

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POST GRADUATE DIPLOMA IN MANAGEMENT (2019-21) END TERM EXAMINATION (TERM -VI)

Subject Name: Industrial Relations and Labour Laws

Time: **02.30 hrs**

Sub. Code: PGH-08

Max Marks: **60**

Note:

All questions are compulsory. Section A carries 10 marks:5 questions of 2 marks each, Section B carries 30 marks having 3 questions (with internal choice question in each) of 10 marks each and Section C carries 20 marks one Case Study having 2 questions of 10 marks each.

SECTION - A

Attempt all questions. All questions are compulsory.

2×5 = 10 Marks

Q. 1 (A): Define Collective Bargaining. List-out its importance in Indian Companies.

Q. 1 (B): Describe the role of a trade union in facilitating the smooth conduct of business.

Q. 1 (C): What is The Payment of Gratuity Act?

Q. 1 (D): Briefly describe types of strike that may occur in an organization.

Q. 1 (E): Illustrate the Social Security Legislation objective. How it contributes in employees' protection?

SECTION - B

10 x 3 = 30 Marks

All questions are compulsory (Each question has an internal choice. Attempt any one (either A or B) from the internal choice)

Q. 2: A Discuss the significance of Industrial Relations by citing suitable examples

or

B Elaborate the importance of worker's participation in management. Explain the role for Indian Companies.

Q. 3: A Elucidate the difference between Layoff and Retrenchment along with various conditions and compensation given in both the cases.

or

B Discuss the applicability of the Factories Act in the factory premises manufacturing companies. Explain the provisions illustrated in the Act with reference to Health and Safety.

Q. 4: A Discuss the Resolutions for the employees working in business organizations. Explain the significance of the The Industrial Employment (Standing Orders) Act 1961 and its implications for the employees.

or

B Discuss the Types of punishments as carried out in business organizations. Explain the Code of Discipline by citing suitable examples.

SECTION - C

Read the case and answer the questions

10×02 = 20 Marks

Q. 5: Case Study:

Soichiro Honda, a mechanical engineer, established the 'Honda Technical Research Institute' in Hamamatsu, Japan, in 1946. His idea was to develop and later produce small two-cycle motorbike engines. Honda's first product, an A-type 50cc bicycle engine, was produced in 1947. In 1948, HMCL was incorporated with a capital of ¥ 1 million. Thereafter, the company started to design and produce lightweight motorcycles. Honda's first motorcycle, the D-type two-stroke 98cc, was produced in the year 1949.

HMSI was established on August 20, 1999, and a plant was set up at Manesar to manufacture two-wheelers for the Indian market. HMCL made an initial investment of Rs. 3 billion to establish the plant which had an annual production capacity of 200,000 motorcycles.

On July 25, 2005, the management of the Honda Motorcycle & Scooter India (Private) Limited, (HMSI), a wholly-owned subsidiary of Honda Motor Company Limited

The Gurgaon plant of HMSI had peaceful labor relations for the first few years after it was set up in October 1999. (HMCL) encountered violent protests from workers that disrupted production at their plant in Gurgaon.

HMSI workers were severely beaten up by the police, and newspapers and TV channels gave wide coverage to the violence of the action. The protest followed six months of simmering labor unrest at the HMSI factory in which the workers also resorted to job slowdown

(Since December 2004 when the workers' demand for an increase in wages was rejected by the HMSI management). With their demands being rejected by the management, the workers tried to form a trade union and this resulted in a confrontation with the management. Fifty workers of the production team were suspended and four others dismissed in May 2005. Apparently there was a show of strength between the management and the workers. While the management alleged that the workers were resorting to 'go-slow'

Tactics and were threatening not to return to work until their colleagues had been reinstated, the workers alleged that the management was using pressure tactics such as victimization of active union members and a 'lock-out' to break the back of the union.

On July 25, 2005, the workers of the plant were demanding reinstatement of the suspended employees when some workers allegedly attacked policemen on the plant premises. This led to police intervention and a violent tussle ensued between the police and the workers in which workers protesting peacefully were also beaten up. The police were reported to have overreacted and it was alleged that they had been overzealous in protecting the interests of the HMSI management, even without any direct request from the company's management

For companies, the incident brought to the fore the need to maintain sound industrial relations to ensure productive and profitable operations.

Question

Q5(A): If you were the HR Manager, what steps or strategies you would take to resolve and reinstate the productive and profitable operations.

Q5(B): Develop a suitable SWOT Analysis. Prepare a brief report to be submitted to management.

Mapping of Questions with Course Learning Outcome

Question Number	COs	Marks Allocated
Q. 1:	CO1	10 marks
Q. 2:	CO2	10 marks
Q. 3:	CO3	10 marks
Q. 4:	CO4	10 marks
Q. 5:	CO5	20 marks

Note: Font: Times New Roman, Font size: 12.