

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2022-23)
END TERM EXAMINATION (TERM -V)

Subject Name: **Industrial Relations & Labor Laws**

Time: **02.30 hrs**

Sub. Code: PGH 52

Max Marks: **40**

Note:

All questions are compulsory. Section A carries 5 marks: 5 questions of 1 mark each, Section B carries 21 marks having 3 questions (with internal choice question in each) of 7 marks each and Section C carries 14 marks one Case Study having 2 questions of 7 marks each.

Kindly write the all the course outcomes as per your TLEP in the box given below:

- CO1-** Students will be able to understand core concepts of various industrial relations and trade unions.
CO2- Students will be able to understand legislation governing industrial disputes and the process of settling the disputes
CO3- Students will be able to apply the knowledge of industrial relations in resolving industrial disputes
CO4- Students will be able to explain the laws relating to Social Security and Working conditions
CO5- Students will be able to evaluate the important provisions of Wage Legislation

SECTION - A

Attempt all questions. All questions are compulsory.

1×5 = 5 Marks

Questions	CO	Bloom's Level
Q. 1: (A). What are the components of minimum wages as per Code of Wages, 2019. Q. 1: (B). When does gratuity become payable and what is the basis of calculation of gratuity? Q. 1: (C). What are the requirements of the Act in respect of the time of payment of wages Q. 1: (D). Who are entitled to be paid bonus under the Payment of Bonus Act, 1965? Q. 1: (E). What are the restrictions placed by Maternity Benefit Act on the employment of Women? (CO5.)	CO5	L2

SECTION – B

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

7 x 3 = 21 Marks

Questions	CO	Bloom's Level
Q. 2: (A). What are the working hours and annual leaves with wages as per Factories Act? According to the occupational safety, health and working conditions code 2020, what are the special provisions relating to the employment of women? <p style="text-align: center;">Or</p> Q. 2: (B). Is the Shops and Establishment Act, as it obtains today, an impediment to 24*7 customer service? Discuss	CO4	L3

<p>(CO4)</p> <p>Q. 3: (A).Discuss the provisions in the IR Code/Industrial Dispute Act 1947, with regard to a) strikes b) layoffs c) retrenchment and d) closure.</p> <p style="text-align: center;">Or</p> <p>Q. 3: (B).Explain schematically the complete machinery available for the resolution of industrial conflicts. How effective, in your opinion, is the machinery? Give arguments in support of your answer.</p> <p>(CO2)</p> <p>Q. 4: (A).Discuss the importance of collective bargaining to both employers and employees. What are the different levels of collective bargaining? Discuss the trends and practices of collective bargaining in India.</p> <p style="text-align: center;">Or</p> <p>Q. 4: (B).Discuss the important provisions of the Industrial Employment (Standing Orders) Act, 1946 as given in IR Code 2020.</p> <p>(CO3)</p>	<p>CO 2</p> <p>CO3</p>	<p>L2</p> <p>L3</p>
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SECTION - C

Read the case and answer the questions

7×02 = 14 Marks

Questions	CO	Bloom's Level
<p>Q. 5: Case Study: Industrial democracy at work Ricardo Semler is the CEO and majority owner of Semco SA, a Brazilian company. Semler is best known for his convictions on industrial democracy and a miraculous turnaround of his company. His radical management style has generated widespread interest amongst management practitioners as well as academicians. Here is an excerpt from an article about Ricardo Semler and SEMCO: “To see Semco’s approach in action, just visit the company’s pump plant on the outskirts of Sao Paulo. This operation bears about as much resemblance to a traditional factory as the rainbow hues of its walls- the choice of the employees- do to industrial gray. Forget about foremen barking out orders to passive people. On any given day, a lathe operator may himself decide to run a grinder or drive a forklift, depending on what needs to be done. Joao Vendramin Neto, who oversees Semco’s manufacturing, explains that the workers know the organization’s objectives and they use common sense to decide for themselves what they should do to hit those goals. There’s no covering your ass,’ says Mr. Neto.’The intent is to get straight to specific targets.”</p> <p>Semco’s 3000, employees set their own work hours and pay levels. Subordinates hire and review their supervisors. Hammocks are scattered about the grounds for afternoon naps, and employees are encouraged to spend Monday morning at the beach if they spend Saturday afternoon at the office. There are no organization charts, no five-year plans, no corporate values statement, no dress code, and no return rules and policy statements beyond a brief Survival Manual in comic-book from that introduces new hires to Semco’s unusual ways. The employees elect the corporate leadership and initiate most of Semco’s moves into new businesses and out of old ones. Of the 3,000 votes at the company, Ricardo semler has just one.</p>	<p>CO1</p>	<p>TL4</p>

<p>In Mr.Semler’s mind, such self-governance is not some soft-hearted form of altruism, but rather the best way to build an organization that is flexible and resilient enough to flourish in turbulent times. He argues that this model enabled Semco to survive not only his own near-death experience, but also the gyrations of Brazil’s tortured politics and twisted economy. During his 23-year tenure, the country’s leadership has swung from right-wing dictators to the current left-wing populists, and its economy has spun from rapid growth to deep recessions. Brazilian bank have failed and countless companies have collapsed, but Semco lives on.</p> <p>The ultimate hands-off leader, Mr. Semler doesn’t even keep an office at Semco.”Here’s why: our people have a lot of instruments at their disposal to change directions very quickly, to close things and open new things.”Flexibility is the key, he says. “if we said there’s only one way to do things around here and tried to indoctrinate people, would we be growing this steadily? I don’t think so.”</p> <p>Those four words, I don’t think so, “delivered with a Brazilian Portuguese lilt, represent Mr.Semler’s standard answer to corporate dogma, assertions that something he wants to do cannot be done and even overly doctrinaire interpretations of the participative management concept. Mr. Semler is not a particularly self. In conversation, in teaching, and in his books Maverick and The Seven-Day effacing or humble advocate of human potential; his assurance in argument is legendary weekend, he puts forth participative management as not just a pragmatic path to business success, but also a healthy and enjoyable way of life.”</p> <p>Questions: Q. 5: (A). What are the different approaches to managing IR? What kind of approach is Semco following? Q. 5: (B). Do you think such kind of approach is sustainable in the long run? Or it is just some kind of gimmick?</p> <p>(CO1)</p>		
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Kindly fill the total marks allocated to each CO’s in the table below:

COs	Marks Allocated
CO1	14 Marks
CO2	7Marks
CO3	7Marks
CO4	7Marks
CO5	5 Marks

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)

Blooms Taxonomy Levels given below for your ready reference:

- L1= Remembering**
- L2= Understanding**
- L3= Apply**
- L4= Analyze**
- L5= Evaluate**
- L6= Create**