

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

**POST GRADUATE DIPLOMA IN MANAGEMENT (2022-24)  
END TERM EXAMINATION (TERM-V)**

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

Time: **02.00 hrs**

Sub. Code: **PGH52**

Max Marks: **40**

**Note:**

**All questions are compulsory. Section A carries 5 marks: 5 questions of 1 marks 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.**

<b><u>SECTION – A</u></b>		
Attempt all questions. All questions are compulsory.		<b>1×5 = 5 Marks</b>
Questions	CO	Bloom's Level
Define and explain the following as mentioned in Code on Wages: Q. 1: (A). Wages Q. 1: (B). Employee Q. 1: (C). Employer Q. 1: (D). Worker Q. 1: (E). Floor Wage	CO5	L1
<b><u>SECTION – B</u></b>		
All questions are compulsory (Each question have an internal choice. Attempt any one (either A or B) from the internal choice)		<b>7 x 3 = 21 Marks</b>
Questions	CO	Bloom's Level
Q. 2: (A). Discuss the object and scope of Employees' State Insurance Act 1948. Explain general provisions for payment of contribution under ESIC act. Or Q. 2: (B). What do you understand by Maternity Benefits? Discuss important provisions of the Act for Maternity Benefit concerning leaves, work-from-home option, adoptive and commissioning mothers, creche facility, maximum period of maternity benefit, nursing breaks, wages etc?	CO4	L2
Q. 3: (A). Define and differentiate between the following terms a) strikes b) lock-outs c) retrenchment d) layoff. What are the provisions related to each (a) strike b) lock-outs c) retrenchment d) layoff) as given in the Industrial Relations Code, 2020. Or Q. 3: (B). What is the procedure for referring certain individual disputes to grievance settlement authorities laid down in the Industrial Disputes Act? Discuss in detail the settlement mechanism as per this act?	CO2	L3
Q. 4: (A). Discuss the important provisions of The Industrial Employment (Standing Orders) Act, 1946?	CO3	L3

<p style="text-align: center;"><b>Or</b></p> <p><b>Q. 4:</b> (B). What does collective bargaining entail, and which issues can be addressed through this process?</p> <p>(internal choices with two questions corresponding to the same CO)</p>		
<p><b><u>SECTION - C</u></b></p> <p>Read the case and answer the questions <span style="float: right;"><b>7×02 = 14 Marks</b></span></p>		
<b>Questions</b>	<b>CO</b>	<b>Bloom's Level</b>
<p><b>Q. 5:</b> Case Study: "The Diamond Manufacturing Co. Labor Dispute"</p> <p><b>Background:</b> The Diamond Manufacturing Co. is a well-established jewelry manufacturing company with a large workforce. The company prides itself on its craftsmanship and high-quality products, which have earned it a reputable position in the market. However, recently, a labor dispute has arisen, creating tensions between the management and the workers' representatives.</p> <p><b>Issue:</b> The primary issue leading to the labor dispute is the company's decision to introduce a new performance-based pay system for its production line workers. Under this system, workers' wages would be linked to their individual productivity and output levels. The management believes that this would increase efficiency and reduce production costs.</p> <p><b>Trade Union's Perspective:</b> The trade union representing the production line workers strongly opposes the implementation of the performance-based pay system. They argue that the system is unfair and may lead to exploitation of workers. The union contends that the productivity of the workers is influenced by several factors beyond their control, such as the complexity of the jewelry design, availability of raw materials, and the efficiency of the machinery.</p> <p>The trade union is demanding that the management withdraw the new pay system and negotiate a fair wage structure that takes into account the workers' skill levels, experience, and contributions to the company's success.</p> <p><b>Management's Perspective:</b> The management of The Diamond Manufacturing Co. believes that the performance-based pay system is essential for maintaining the company's competitiveness in the market. They argue that the jewelry industry is highly competitive and faces constant cost pressures. The company needs to enhance its productivity and control labor costs to remain profitable.</p> <p>The management contends that the new pay system is designed to reward workers who demonstrate higher productivity and efficiency. They believe that linking wages to individual performance would motivate workers to improve</p>	<p>CO1</p>	<p>L5</p>

<p>their skills and output, benefiting both the company and the workers in the long run.</p> <p><b>Attempts at Resolution:</b>  Efforts to resolve the labor dispute through negotiations have been ongoing for several weeks, but no agreement has been reached yet. Both parties seem unwilling to compromise, and there is growing frustration among the workers, leading to occasional work stoppages and protests.</p> <p>The trade union has threatened to escalate the dispute further by organizing a large-scale strike if the management does not reconsider its decision on the pay system.</p> <p><b>Questions:</b>  <b>Q. 5: (A).</b> Analyze the main issue in The Diamond Manufacturing Co. labor dispute and identify the reasons for the trade union's opposition to the new performance-based pay system.  <b>Q. 5: (B).</b> Investigate the potential implications of a large-scale strike on The Diamond Manufacturing Co.'s operations and reputation in the market. How might the company respond to such a scenario?</p>		
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**Kindly fill the total marks allocated to each CO's in the table below:**

<b>COs</b>	<b>Marks Allocated</b>
CO5	5 Marks
<b>CO4</b>	<b>7 Marks</b>
CO3	7 marks
CO2	7 marks
CO1	14 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**