

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 & Labour Laws**
Sub. Code: **PGH52**

Time: **02.00 hrs**
Max Marks: **40**

Note:

All questions are compulsory. Section A carries 12 marks: 6 questions of 2 marks each, Section B carries 18 marks having 3 questions (with internal choice question in each) of 6 marks each and Section C carries 10 marks one Case Study having 2 questions of 6 marks each.

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

CO-1 Students will be able to understand
core concepts of various industrial relations and trade unions
CO-2 Students will be able to understand legislation governing industrial disputes and the process
of settling the disputes
CO-3 Students will be able to apply the knowledge of industrial relations in resolving industrial
disputes
CO-4 Students will be able to explain the laws relating to Social Security and Working conditions
CO-5 Students will be able to evaluate the important provisions of Wage Legislation.

<u>SECTION – A</u>		
Attempt all questions. All questions are compulsory.		2×6 = 12 Marks
Questions	CO	Bloom's Level
Q. 1 (A): What is the current spectrum of Industrial Relations in India?	CO1	L1, L2
Q. 1 (B): What is the purpose of Employee Relations and Labour Legislation provisions?	CO2	
Q. 1 (C): What kind of Labour reform is currently made?		
Q. 1 (D): What is the nature of Industrial Relations Machinery currently existing in organizations?		
Q. 1 (E): What is Negotiation skills? Why it is necessary for Collective Bargaining?		
Q. 1 (F): Write few lines about Industrial Democracy.		
<u>SECTION – B</u>		
All questions are compulsory (Each question have an internal choice. Attempt any one (either A or B) from the internal choice)		6 x 3 = 18 Marks
Questions	CO	Bloom's Level

<p>Q. 2: (A). Discuss the Implementation Strategies of New Labour Codes and and its effects on IR climate in Indian Organizations</p> <p style="text-align: center;">Or</p>	CO2	L2, L3
<p>Q. 2: (B). What is the industries response and reactions to various labour laws and changes effected by new laws?</p>		
<p>Q. 3: (A). Discuss the important aspects of Grievance Management Systems in Indian organizations today?</p> <p style="text-align: center;">Or</p>		
<p>Q. 3: (B). What is Workers Participation in Management? How has been the industries response to the same in the past?</p>	CO3	L3, L4
<p>Q. 4: (A). Provide a detailed overview of the key features of the Employee State Insurance (ESI) Act, 1948. Discuss its objectives, coverage, and the types of benefits offered to employees, such as medical care, disability benefits, maternity benefits, and dependents' benefits. How does the Act contribute to the social security framework in India, and what are its implications for employers and employees?</p> <p style="text-align: center;">Or</p>		
<p>Q. 4: (B). Explain the objectives of The Factories Act, 1948, and how it seeks to ensure the welfare, health, and safety of workers employed in factories. Illustrate with examples of specific provisions under the Act.</p>	CO4	L4, L5
<p style="text-align: center;"><u>SECTION – C</u></p> <p>Read the case and answer the questions 5×02 = 10 Marks</p>		
Questions	CO	Bloom's Level

<p>Q. 5: Case Study:</p> <p>Read the case situation carefully, introspect the few concerns in the form of questions below the narrated case incident and then answer the questions below:</p> <p>Auto Manufacturing Pvt. Ltd. is a medium-sized company that produces automotive components. The company employs both skilled and unskilled workers. Recently, a dispute arose when some workers claimed that they were not being paid minimum wages as per the latest government notification. Additionally, some employees complained that overtime wages were not being calculated as per the provisions of the law.</p> <p>The management argued that the wages paid were competitive in the industry and that overtime calculations were based on company policy rather than legal provisions. However, a workers' union stepped in and filed a complaint with the labor department, citing violations of wage laws.</p> <p>Questions:</p> <p>Q. 5: (A). Which laws govern minimum wages and overtime payments in India, and what are the key provisions that apply to this case?</p> <p>Q. 5: (B). If the labor department finds AutoManufacturing Pvt. Ltd. guilty of violating wage laws, what legal consequences can the company face?</p>	CO5	L3, L4
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Kindly fill the total marks allocated to each CO's in the table below:

Cos	Marks Allocated
CO1	12 Marks
CO2	6 Marks
CO3	6 Marks
CO4	6 Marks
CO5	10 Marks

Blooms Taxonomy Levels given below for your ready reference:

L1= Remembering

L2= Understanding

L3= Apply

L4= Analyze

L5= Evaluate

L6= Create