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

**POST GRADUATE DIPLOMA IN MANAGEMENT (2024-26)
END TERM EXAMINATION (TERM - V)**

Subject Name: **Industrial Relations and Labour Laws**

Time: **02.00 hrs**

Sub. Code: **PGH52**

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 5 marks each.

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

	Statement of Course Outcomes	Bloom's Taxonomy
CO-1	Students will be able to understand core concepts of various industrial relations and trade unions	Understand- L-2
CO-2	Students will be able to understand legislation governing industrial disputes and the process of settling the disputes	Understand- L-2
CO-3	Students will be able to apply the knowledge of industrial relations in resolving industrial disputes	Apply – L3
CO-4	Students will be able to explain the laws relating to Social Security and Working conditions	Explain- L-4
CO-5	Students will be able to evaluate the important provisions of Wage Legislation	Evaluate L5

SECTION – A

Attempt all questions. All questions are compulsory.

2×6 = 12 Marks

Questions	CO	Bloom's Level
Q. 1 (A): What are the benefits to sales promotion employees in the new labour codes? Q. 1 (B): IR is going to emerge as an extremely important discipline tomorrow. Discuss. Q. 1. (C): What are the important office bearers of a Trade union organization and what are their roles and functions? Q. 1 (D): Trade unions will enhance labour productivity or will prove counterproductive? 1. (E): What is a Certified Standing Orders. What all process an organization has to go through to obtain it? Q. 1 (F): What are the key roles of a Regional Provident Fund Commissioner?	CO1	L1, L2

SECTION – B

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
Q. 2: (A). Discuss the process of collective bargaining? From where the union gets its strength in the collective bargaining process? <p style="text-align: center;">Or</p> Q. 2 (B). Discuss in detail a Grievance Management System. How different levels of grievances are addressed in the grievance management system?	CO2	L2, L3
Q. 3: (A). What are the conditions when Workers union can call a strike and management will compulsorily have to address the same for industrial peace. What are likely to be the consequences of a strike call by a workers union not properly addressed by the management? <p style="text-align: center;">Or</p> Q. 3 (B): What are the main provisions or occupational safety and health in the new labour codes?	CO3	L3, L4
Q. 4: (A). In which code are things related to occupational safety, health and working conditions are discussed? What are the main components of this particular labour code? <p style="text-align: center;">Or</p> Q. 4: (B). What are the Labour Reforms in the Industrial Relations code. Discuss.	CO4	L4, L5

SECTION – C

Read the case and answer the questions **5×02 = 10 Marks**

Questions	CO	Bloom's Level
Q. 5: Case Study: The Union of the workers gave a demand notice to the management of Anant Spinning Mills, Mandideep. Negotiations on the said demand notice are going on before Dy. Labour Commissioner, Bhopal and subsisting settlement dated 07.10.2020 was still in operation. In order to pressurize the management, the workers in consent resorted to illegal and unjustified strike at 8am on 01.06.2021. On the said date, at about 8am, Mr. Mahendra kumar Sharma, Code No. 26203, Department winding along with M/s Mohan Singh Solanki, Siaram Garg, Mukesh Kumar gathered at the main gate of the factory and stopped the willing workers to attend their duties and obstructed the movement of the goods from and to the factory. Mr. Mahendra Kumar Sharma along with above named workers took a leading part in the strike, stopped the willing workers at the main gate, instigated and threatened them. When some workers entered the mill, Mr. Mahendra Kumar Sharma and above said workers started shouting, “ Management, hai-hai. Hamari maagein poori karo, jo humse takraega, choor-choor ho jayega.” He along with the above said workers started throwing stones at the main gate resulting in loss of company property and damage to the chief security officer's office.” On 02.06.2002, at about 8am Mr. Mahendra Kumar Sharma along with Mr.	CO 5	L3, L4

<p>Mohan Singh Solanki, Sia Ram Garg, Mukesh Kumar and other striking workers instigated and threatened M/s Ram Kumar, Prakash Chand and Sham Lal who were coming on duty by saying, “Tum hathtal mein shamil ho jao, nahin to tumhara jeena haram kar denge. Mandideep mein jaoge to tumhari tangen tod denge.” On 02.06.2021 at about 4pm, Mr. Mahendra Kumar Sharma led a mob of striking workers and gathered at the main gate of the factory and raised the slogans, “hum apni magen manvaa kar rahenge, jo saala afsar hume kaam par aane ko kahega, usko joote marenge, chamchon ki tangen tod denge.” Mr.Mahendra Kumar Sharma along with M/s Mohan Singh Solanki and Siaram Garg is taking a leading part in the strke, and on 03.06.2221 at 3pm, he threatened M/s Ram Kumar, Madan Lal and Ram Avtar by saying “ Agar kam per gae to tangen tod dengen.” And also abused them in unparliament language. On 03.06.2021 at about 7:45 am, Mr. Mahendra Kumar Sharma along with above said striking workrs stopped the bus carrying female workers near Jiletan factory. He along with other striking workers was having lathis and red flags and he threatened the female workers by saying, “Agar tum humara sath nahi dogi, to tumhe utha kar le jayenge.” The female workers got frightened and started crying for help. Security guards who were following the bus reported the matter in the police post mandideep. The above conduct on the part of Mr. Mahendra Kumar Sharma and above named striking workers constitutes a major misconduct under the certified Standing Orders.</p> <p>Q. 5 (A): What is the misconduct in the case and under what provisions it can be declared as a misconduct by the striking union?</p> <p>Q. 5 (B): What procedure would you follow if you were the IR Manager in plant to award a major punishment to the striking team who committed an act of misconduct under the provisions?</p>		
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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

(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