



P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belgaum)

Third Semester, Master of Business Administration

Semester End Examination; Dec. - 2015

Legal Environment and Industrial Legislation

Time: 3 hrs

Max. Marks: 100

*Note: Answer **FOUR** full questions in **PART-A**. **PART- B** (Case Study) is compulsory.*

PART - A

- 1 a. Define the term Industrial relations? Discuss the different approaches to IR. 10
 b. When was ILO established and explain the structure? 10

OR

- 2 a. What is the importance of collective bargaining? What are the conditions for success of collective bargaining? 10
 b. Explain the steps involved in collective bargaining. 10
 3 a. Why do trade unions in India often fail to achieve its objectives? 10
 b. Briefly discuss the measures to strengthen the trade union in India. 10

OR

- 4 a. Explain the model grievance procedure used in industries for redressal of grievance. 10
 b. Define Grievance and state the causes of Grievance. 10
 5 a. Explain the steps involved in disciplinary procedure. 10
 b. Explain the various approaches to discipline enforcement. 10

OR

- 6 a. Explain the provision of factories act 1948 relating to safety of workers. 10
 b. Explain various mechanics for settlement of Industrial dispute. 10
 7a. Briefly explain the main aim of Industrial employment (standing order) Act 1946, 10
 b. Define the term factory under factories Act of 1948, and explain the necessity of competent person. 10

OR

8. Write short notes on any two : 20
 a) Objectives of ILO
 b) Manufacturing process as per factories act 1948
 c) Recent trends in IR with reference to India
 d) Contract Labour Act 1970

PART - B : Compulsory**9. Case Study :**

Mr. Paraf Merchant, the Managing Director of Western Cables, a Pune based company is in a dilemma about the future of his organization. All the efforts to regain the lost market have proved futile. He was recalling the events that led to the present situation

Western Cables was a profitable company till 2007 during which year certain event Wrecked the fortunes of this successful company. Mr. Shindhe and his team got defected in the union elections held in November 2007. Mr. Deshmukh and his team won with a majority. The winning team had a leaning towards CITU which is known for its military. The attitudes and actions of Mr. Deshmukh were not liked the management particularly Mr. Ramesh Naik, G.M. productions With the encouragement of Mr. Ramesh Naik, Mr. Shindhe, started a cultural association under the name on Western cables – Marathi Sangharsha Samithi'. The management argued to give financial help to the cultural association much against the opinion of trade union. The differences between trade union and cultural association led to severe conflict which resulted in fall in the productivity. The difference between the two groups led to clash inside the factory and Mr. Deshmukh was injured. H.R. manager initiated action against both Mr Deshmukh and Mr. Shindhe. Aggrieved by the action, Mr. Deshmukh gave a call for strike. The strike lasted for 110 days and later got settled by the intervention of the conciliation officer of the region.

Questions:

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| a. Discuss the contribution of Mr. Ramesh Naik for the present state of affairs. | 5 |
| b. Has Mr. Chavan the H.R. Manager failed in his role? | 5 |
| c. Was Mr. Deshmukh right in calling for a strike? | 5 |
| d. Discuss the role of Mr. Paraj Merchant in this case. | 5 |

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