

**(Following Paper ID and Roll No. to be filled in your Answer Book)**

**Paper ID : 270308**

**Roll No.**

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**MBA**

**(SEM. III) THEORY EXAMINATION, 2015-16**

**INDUSTRIAL RELATIONS & LABOUR  
ENACTMENTS**

**[Time : 3 hours]**

**[Total Marks : 100]**

**SECTION - A**

1. Attempt all parts of the following : (10x2=20)
- (a) Discuss the scope of Industrial Relations.
  - (b) State International Labour Organization in India.
  - (c) Name any four Central Trade Union organizations in India.
  - (d) State technological changes made in Industrial Relations.
  - (e) Discuss any four problems faced by trade unions in India.

- (f) Discuss the major causes of Industrial Disputes in India. Also state the measures to be taken to control them for maintaining peace in the organizations.
- (g) State the term 'Gratuity' and discuss the criteria of eligibility of its beneficiaries.
- (h) What do you understand by the term 'Layoff'? State the reasons due to which Layoff is practiced by the organizations.
- (i) 'Collective Bargaining is an important aspect of smooth Industrial Relations. Collective Bargaining leads to maintain Industrial peace and ensures qualitative level of productivity'. Comment.
- (j) State the amount of compensation to be paid in case of Death, Permanent total disablement and permanent partial disablement.

### SECTION - B

Attempt **any five** of the following : (10x5=50)

- 2. Discuss the concept of Workers Participation in management. State the levels at which Workers Participation in management can be exercised in an organization.
- 3. What do you understand by the term Industrial Tribunal? Differentiate Industrial Tribunal from National Tribunal in respect to their working in India.

- 4. Explain the conditions under which the Red Stove rule occurs with any employees. State the characteristics of Red Stove Rule.
- 5. State the phenomenon of fixation of minimum wages. Also discuss the procedure through which revision of minimum wages is made in any organization.
- 6. Employee State Insurance Act provides many benefits to its members. Kindly enlist the benefits which are provided to the members under ESI Act for their protection and safeguarding.
- 7. State the procedure of registration of trade Union in India. Also explain the reasons due to which cancellation of trade unions takes place.
- 8. Arbitration and Litigation are common tools practiced for settling the disputes in organizations. Discuss the characteristics of Arbitration and Litigation.
- 9. Discuss the Central Board and State Board under Employee Provident Fund Act.

### SECTION - C

- 10. Read the following case and answer the following questions given at the end of the case : (3x10=30)  
  
TKM, a joint venture between Toyota and the Kirloskar Group, established its plant at Bidadi on October, 06, 1997 with an initial investment of Rs. 7 billion. Toyota

held a 74 percent stake in the joint venture while the remaining 26 percent stake was held by the Kirloskar Group. TKM had 2,358 employees on its rolls at Bidadi. Of these, 1,550 workers were members of the TKMEU.

From the time it started production operations in 2000, TKM had a history of disturbed relations between the management and the workers. Prior to the strike and lockout in January 2006, the plant had experienced three other strikes; two in 2001, and a strike and a lockout in 2002 that lasted for almost two months.

The first strike at TKM began in April 2001, and it went on for about two days. The second one was in June the same year.

In 2002, the company decided to call the workers in two shifts to meet the increased demand for the company's cars. The first shift at TKM started at 8 AM and ended at 4 PM. The workers in this shift were asked to work overtime for four hours between 4 PM and 8 PM. On January 05, 2006, TKM's Management dismissed three workers out of the fifteen that had been suspended in February 2004. According to the management, the three workers, Prasanna, Sridhar Dhote, and Satish, had been dismissed as the year long investigations carried out by TKM had proved that they were guilty of misconduct which included violent behaviour, disruption of work and assault on a supervisor.

TKM's management presented the labour issue before V N Hittanagi, the Deputy Labour Commissioner (DLC) of Karnataka (Region II). The management, however, maintained that it would not go back on its decision on not reinstating the dismissed workers. The workers immediately went on strike. The management then declared a lockout stating concern for the safety of the plant and the workers as the reason. It also added that the lockout would continue for an indefinite period until the work atmosphere became peaceful.

On January 09, 2006, the representatives of TKM, TKMEU and the CITU were asked to present their case before the office of the DLC at a conciliatory meeting.

On January 20, 2006 in a sudden turnaround, TKM's management announced in the local newspapers that it would lift the lockout. In an advertisement, it said that it was happy to announce that the lockout would be lifted from January 21, 2006 onward.

#### **Questions :**

- (a) According to you, what are the major problems faced by Toyota Kirloskar Motor Private Limited.
- (b) "*Strikes are the weapons in the hands of workers and Lockouts are the weapons in the hands of Employer*". Comment on the statement.
- (c) Discuss the different types of Strikes excised by the workers in any organization.