

Q.P. Code: 00005647

[Time: 03.00 Hrs]

[ Marks:75 ]

Please check whether you have got the right question paper.

N.B:

1. Q.1 is compulsory and carries 20 Marks.
2. Q. 8 is compulsory and carries 15 Marks.
3. Attempt any four questions from Q.2, Q.3, Q.4, Q.5, Q6 and Q7. Each of these questions carry 10 Marks.
4. Figures to the right indicate full marks.

**Q.1 (A) Read the case study carefully and answer the following questions: (20)**

**Case Study:**

In the bustling industrial town of HarmonyVille, a company named Innovate Textiles Ltd. became known for its cutting-edge production techniques but struggled with labor-management relations. The employees, represented by the Harmony Workers Union, expressed dissatisfaction over inconsistent work schedules and alleged favoritism in management practices. Amid this, the company introduced a new employee evaluation system without consulting the union, leading to heightened tension. Despite several grievances raised by employees, no structured grievance redressal mechanism was implemented. Meanwhile, a group of employees started an informal strike, disrupting operations.

In response, the management issued notices threatening layoffs, which further aggravated the situation. As the conflict grew, the district labor officer intervened, suggesting collective bargaining and adherence to the Industrial Disputes Act, 1947.

**Questions:**

- a) Identify and explain the key issues faced by Innovate Textiles Ltd. in this scenario.
- b) What role does the Industrial Disputes Act, 1947, play in resolving such disputes?
- c) Suggest steps the company can take to implement an effective grievance redressal mechanism.
- d) Discuss the concept of collective bargaining and its relevance in resolving this case.

**Q.2 Attempt any Two of the following: (10)**

- (a) Explain the importance of workers' participation in management and how it impacts industrial peace.
- (b) Discuss the classification of Labor laws in India, providing examples for each category.
- (c) What is the significance of social security legislations in safeguarding employees?

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**Q.3 Attempt any Two of the following: (10)**

- (a) Outline the historical evolution of industrial relations in India.
- (b) What are the main objectives of the Trade Union Act, 1926?
- (c) Discuss the principles of labor laws with a focus on social justice and social welfare.

**Q.4 Attempt any Two of the following: (10)**

- (a) Analyze the provisions of the Factories Act, 1948, concerning employee safety.
- (b) Describe the concept of minimum wages under the Minimum Wages Act, 1948.
- (c) How does the Maternity Benefit Act, 1961, contribute to the welfare of female employees?

**Q.5 Attempt any Two of the following: (10)**

- (a) What are the constitutional provisions in India that protect labor rights?
- (b) Describe the role of collective bargaining in the Indian industrial context.
- (c) How does the Industrial Employment (Standing Orders) Act, 1946, standardize employment terms?

**Q.6 Attempt any Two of the following: (10)**

- (a) Define grievance in the context of industrial relations and explain the steps of grievance machinery.
- (b) Highlight the implications of the Industrial Relations Code, 2020, for future labor laws in India.
- (c) Discuss the challenges and benefits of implementing wage legislations.

**Q.7 Write Short note on any Two of the following: (10)**

- a) Define grievance in the context of industrial relations and explain the steps of grievance machinery.
- b) Highlight the implications of the Industrial Relations Code, 2020, for future labor laws in India.
- c) Discuss the challenges and benefits of implementing wage legislations.

**Q.8 Attempt any Three of the following: (15)**

- (a) System approach to industrial relations
- (b) Role of the government in labor law enforcement
- (c) Concept and objectives of social security
- (d) Overview of the Payment of Bonus Act, 1965

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