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**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**

**PGDM / PGDM (M) / PGDM (SM)**

**IV TRIMESTER (Batch 2021-23)**

**END TERM EXAMINATION, NOVEMBER 2022**

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| Course Name | **Industrial Relations and Labour Laws** | Course Code | **20323** |
| Max. Time | **2 hours** | Max. Marks | **40 MM** |

**INSTRUCTIONS: Attempt all questions.**

**Q.1** a)The history of labour struggle is nothing but a continuous demand for a fair return to labour expressed in varied forms i.e. (a) Increase in wages, (b) Resistance to decrease in wages, and (c) grant of allowances and benefits etc. If a labourer wants to achieve these gains individually, he fails because of his weaker bargaining power, the management with the better economic background stands in a better position to dictate its terms. ***Strike is an important weapon in the hands of the labour used to strengthen his bargaining power.***

Do you think the right to strike is a fundamental right – as guaranteed in the constitution of India? Comment. Highlight the recent change made in the provisions of strike as per the new Industrial relations code, 2020.

b) Why is Social security more needed in the case of workers in Indian industries? Give any two major highlights of the social security code,2020. (5+5)

**Q. 2** In a certain organization Mr. R.S Sinha, an MBA, was recruited as a marketing manager as he had good knowledge of marketing management and possessed adequate experience in sales. The main objective of the organization was to increase the volume of sales. In the same organization Mrs. S. Sujatha was working as a Deputy Marketing manager who was older to Mr. R.S Sinha. Because of Mr. R. S Sinha appointment as marketing manager, Mrs. S.Sujatha felt that her motives and aspirations were being blocked by this new appointment. This made Mrs. S. Sujatha feel unhappy about the organization in which she was working with dedication. She started losing interest in her job. Both the employees have often fought over petty issues. Several times the issue got raise to the management as well. This eventually led to a decrease in sales of the company.

**Examine the above situation and suggest suitable industrial relations strategies. (10)**

**Q.3** a)What are the various problems faced by trade unions in India. Suggest how the same could be overcome?

b) Discuss how a well thought out, adequate and properly executed labour welfare programme is helpful in maintaining as well as improving industrial relations in an organization. **(5+5)**

**Q.4 “Grievances are the worker's problems with management and indiscipline is the management's problem with the workers**”. Give your suggestions as to how both can be handled in better ways in organizations. **(10)**