

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA
PGDM / PGDM (M) / PGDM (SM)
FIFTH TRIMESTER (Batch 2017-19)
END TERM EXAMINATIONS, DECEMBER 2018

Course Name	Industrial Relations & Labor Laws	Course Code	HR501
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

All the questions are mandatory to attempt.

Questions 1 to 6 carry five marks each and may be answered in about 80 words each.

Question 7 carries ten marks and may be answered in about 125 words.

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1. Is an airline pilot a workman under the ID Act, 1947? If yes, give reason in support of your answer. Furthermore, name three institutions for adjudication of industrial disputes under the ID Act, 1947.
 2. Assume you are the leader of a negotiation team from the Management side. Propose steps that you would take if negotiations break leading to an IR situation?
 3. Explain the Articles of the Indian Constitution which are relevant to the Labour Laws.
 4. Describe, under what circumstances, claim for compensation can be filed under the Employees' Compensation Act, 1923?
 5. Currently, seven members can form a union. It is proposed to amend the law so that only with minimum 30% employee membership, a union can be formed. Suggest some other Labour Law reforms that you would like to see in the current framework?
 6. Illuminate at least three factors which led to the evolution of Labour Laws in India.
 7. Critically examine the current law on contract labour as contained in SAIL Vs. National Union Waterfront Workers. If you were the India's Labour Minister, what new decisions would you take for the contract labour and why?
