

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

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

1. Do you feel that Class Conflict is inevitable in Industrial Relations or do you think that Class Collaboration is possible and desirable? Substantiate your views.
 2. Evaluate the three principles laid down by the Supreme Court in Bangalore Water Supply & Sewerage Board V. A. Rajappa about tests for determining an industry.
 3. Describe the different methods of determining the bargaining agent for Collective Bargaining. Which method, according to you, is the most practical method?
 4. Will you employ contract labour in jobs of permanent and perennial nature? If not, how will you ensure the utilization of your permanent manpower?
 5. Under the Employees' Compensation Act, 1923, identify, when an employer is not liable to pay compensation? What is employer's liability in occupational diseases?
 6. List out the functions of a trade union? Suppose you have joined as the Head of HR in a non- union organization then what steps will you take to ensure continued peace and harmony?
 7. Examine the judgement of the Supreme Court in M. C. Mehta V. State of Tamil Nadu (AIR 1997 SC 699). Do you feel that creation of a Welfare Rehabilitation Fund of Rs.25,000/- is enough to serve the interests of the Child Labour? What other measures can you suggest for a better future of the Child Labour?
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