

**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**

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

\_\_\_\_\_ TRIMESTER (Batch \_\_\_\_\_)

**END TERM EXAMINATIONS**

|             |                |             |              |
|-------------|----------------|-------------|--------------|
| Course Name | IRLL           | Course Code |              |
| Max. Time   | <b>2 hours</b> | Max. Marks  | <b>40 MM</b> |

**INSTRUCTIONS: Attempt all questions. Each question is of 10 marks.**

**Q. 1** The dominant narratives portray India's migrant workers as perpetual victims without agency, who need to be helped out by others. This charity framework misses a crucial dimension of the crisis due to COVID-19 lockdown period, where there have been hundreds of instances where migrant workers came onto the roads protesting the injustices being meted out to them, trying to change the oppressive conditions in which they are forced to live.

**What policies the Government has come up with to support the migrant workers? Are you satisfied with the labour ministry's approach? What would you suggest to the Government to handle such circumstances of migrant workers?** **(10)**

**Q. 2** A climate of unemployment, and the burgeoning trade union movement, propelled state interventions, introduction of new Industrial Relations code 2019. Against this backdrop, the Industrial Disputes Act 1947 (the ID Act) was enacted to provide for investigation and settlement of industrial disputes.

**Critically examine the legal framework for Industrial dispute resolution in India. In what specific ways does the existing system inhibit collective Bargaining.** **(10)**

**Q.3** The world of work is being profoundly affected by the global virus pandemic. In addition to the threat to public health, the economic and social disruption threatens the long-term livelihoods and wellbeing of millions. COVID-19 is leading to massive labour income losses worldwide. The predominant labour force in informal sector, fragile Micro, Small and Medium Enterprises (MSMEs), and services sector, which contributes approximately 50% to India's GDP, are most impacted.

- a) **Highlight the role of ILO in combating the outbreak, ensuring the safety of individuals and the sustainability of businesses.** **(4)**
- b) **What role did ILO play in handling industrial relations during the labour law changes that were made by employers (such as increase in the no. of working hours, suspension of Trade Union Act, Industrial Disputes Act, Act on Occupational Safety and Health, Contract Labour Act, Interstate Migrant Labour Act by certain states) .** **(3)**
- c) **Throw some light on the structure of ILO.** **(3)**

**Q.4** 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.*

- a) Do you think the right to strike is a fundamental right – as guaranteed in the constitution of India? Why and why not? (5)
- b) What are the provisions given under Industrial Dispute act, 1947 related to strikes? Highlight the recent change made in the provisions of strike as per the new Industrial relations code,2019. (5)



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**INSTRUCTIONS: Attempt all questions. Each question is of 10 marks.**

**Q. 1** 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.

**Discuss the above situation and suggest suitable industrial relations strategies.**

**(10)**

**Q. 2** A Multinational Company specialised in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms. away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 6000/- per month in the salary, but the Company offered to give Rs. 2500/- only to cover the transport cost. When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months. The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

- Analyse the case given above and elucidate the problem and causes. (3)**
- Do you justify the Management's decision ? If Yes/No- why ? (2)**
- Are the workers right in their approach ? Comment. (2)**
- As a General Manager – HR of this Company how would you resolve the problem ? (3)**

**Q. 3.** The COVID-19 pandemic has pushed outsourcing companies so that they are now at the forefront of technology. Old systems, poor network connectivity, and UPS backup are no longer sufficient in the new normal service. Certain trends are expected to completely change for outsourcing businesses. The outsourcing industry is changing to adapt to the new post-COVID-19 dynamics.

**With the pandemic now affecting all aspects of business, are the current outsourcing practices sufficient to succeed? What according to you could be these changes and how will they affect the industry? Give your suggestions as to how outsourcing companies could adapt to the changing circumstances. (10)**

**Q. 4:** Recently, the government introduced the Social Security Code, 2019. The proposed Code integrates eight laws from different realms of social security and covers the provisions relating to Employees' Provident Fund (EPF), Employees State Insurance, gratuity, maternity benefits and employee's compensation. It also proposes to cover unorganized workers and building/construction workers.

**According to you, Will this code be more beneficial for the workers or the employers? (4)**

**Generate a report on pros and cons of Social Security code for the unorganized sector. (6)**