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| **C:\Users\ADMIN\Desktop\j.png** | **JAIPURIA INSTITUE OF MANAGEMENT, INDORE**Post Graduate Diploma in Management |
| **Course Title: Industrial Relations & Labour Laws, (Course Code: 40323)****End-Term Examination, Term - V (batch 2021-23) (February, 2023)**  |
|  **Time Duration : 2 Hours Total Marks: 40** |

***General Instructions*:**

1. *Answer the questions as directed. The break-up of the marks is given wherever necessary.*
2. *Marks against each question is indicated to its right.*
3. *Answer all the questions of a ‘Section/Question’ at one place in continuation.*
4. *Answers should be brief and to the point.*
5. *Do not write on the question paper except your roll number.*

**SECTION - A**

**Q1.** Describing either the Maternity Benefit Act, 1961 or the Workman’s Compensation Act, 1923 explain and describe the concept of social security as applicable in India.  **(8 Marks)**

**Q2.** Describe the concept of grievance handling in detail? Analyze and contrast the two approaches to it?  **(8 Marks)**

**Q3**

**a.** Explain the Prevention of Sexual Harassment (POSH) procedures as applicable in organizations nowadays? What further measures you expect in the future to add to these so as to minimize the same?

**b.** What are unions and employer associations? Why have managerial associations been much more successful than trade unions? **(6+4 Marks)**

 **SECTION – B**

**Q4.** Briefly analyze the new labour codes that have been drafted. What benefits and drawbacks do you foresee in them? **(8 Marks)**

**Q5.** Comment on the following: **(2\*3=6 Marks)**

1. Role of ILO on Indian Labour Legislations
2. Gandhian Approach to IR