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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 – IV (October, 2024)** | |
| **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**

Case Study - **Increasing the size of the Business operations**

Q1 Anant Printers is a small offset printing press. It has three manual machines and one modern offset machine and DTP equipment. It has 12 workers for doing all jobs in the press. The whole unit is just like a family and the proprietor has excellent relations with the workers. The press has a large number of orders. There is good demand and it can increase its operations, If the proprietor wishes to do so.

The proprietor has come across four offset machines in medium size press at Mumbai, which has been closed due to the death of its owner. If the proprietor purchases these machines, the total number of workers would increase to twenty five. The trade union would come forward and build a union of the workers in Anant Printers. It is difficult to anticipate whether the wage rates could be maintained at the same level after union is formed. One alternative is to import fully automatic machine from Germany, then number of workers could be limited, but the capital cost is very high, besides skilled technicians will have to be appointed to run the modern automatic machines. The cost of production is expected to be very heavy.

**11 marks (CLO 2,3)**

Q1. Explain the reason for discomfort of Anant Printer's proprietor with union formation.  **4 marks**

Q2. Suggest with reason whether the proprietor should increase his operations or maintain the present set up?

**4 marks**

Q3. In case he wants to increase his operations, identify the alternatives with reasons. **3 marks**

**SECTION - B**

Q2. Explain any three: **9 marks (CLO 2,3)**

1. The Law governing Factories Act 1948
2. The Contract labour (Regulation and Abolition) Act 1970
3. The Employment Standing Orders Act 1946
4. The Minimum Wages Act 1948

Q3. You are a Human Resource Manager of a fast - growing Indian organization. You have been assigned the responsibility of designing a comprehensive social security and welfare schemes covering various statutory (social security laws) and voluntary social welfare measures to boost the morale of the workforce. Briefly describe various statutory social security schemes and voluntary social welfare measures you will suggest for improving employees’ welfare and well-being in organization of your choice which you have studied during the course? **10 marks (CLO 2,3)**

Q4 The Industrial Disputes Act, 1947, is comprehensive legislation in India that regulates industrial disputes and provides a framework for resolving them. Briefly explain what are the legal (Labour Courts etc.) and non-legal (Collective Bargaining etc. ) frameworks available to HR manager for resolving Industrial disputes in organization?

**10 marks (CLO 2)**