

SVKM'S NMIMS UNIVERSITY
SCHOOL OF DISTANCE LEARNING
Programme: PGDHRM(III)

Subject: Employment Relations

Date: 30.05.09 [3.00 PM - 6.00 PM]

Marks: 100

Time : 3 hrs

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB:

- a. Answer to each new question to be started on a fresh page.
- b. Figure in brackets indicate full marks.

Q1. Attempt any 2 out of any 4

Marks : 10

- a. Explain the Dunlop's approach to Industrial Relations
- b. Explain the Red Hot Stove Rule
- c. What constitutes Misconduct? How should an employee be made aware of the same?
- d. What are the provisions with respect to Strikes and Lockouts under The Industrial Disputes Act 1947?

Q2. Write Short notes on any 3 out of 5

Marks : 15

- a. Domestic Enquiry
- b. Conciliation
- c. Model Standing Orders
- d. Industrial Dispute
- e. The Golden Handshake

Q3. Attempt any 3 out of 5

Marks : 45

- a. Explain a Model Grievance Process in details
- b. Elaborate on the current developments in the field of Industrial Relations in India.
- c. What are the obligations and rights of a registered Trade Union as per the provisions of The Trade Unions Act, 1926?
- d. Explain the process of Collective Bargaining in details
- e. What is Worker's Participation in Management? Explain the various models of WPM in details.

Q4. Case Study - Answer in Details

Case A:

M/s. Duphar Interfran Ltd. is a Pharmaceutical products manufacturing organization. The total staff strength of the organization is over 2500 personnel employed in various factories, depots, offices of the organization throughout India. Mr. Venugopal Rao has been recently appointed as a G. M. (Personnel) for the company.

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P.T.O.

Mr. Rao happened to visit the Daman operations last Tuesday. During his visit of the shop floor, some workers were seen without the mandatory apron and head covers which are stipulated for Pharma manufacturing units under GMP. Mr. Rao immediately approaches the Shift Production Manager and mentions the lapse on the part of the workmen there. Mr. G. P. Sinha, the Shift Production Manager explains to Mr. Rao that despite his repeated warnings to those workmen, they still do not wear the stipulated safety gear. He also mentions to Mr. Rao that those workers are a part of the local union and many a times they disobey his orders as well. He cannot take any action against them, as he has no intimation on any such rules from the Personnel Dept.

What should Mr. Rao do?

Marks: 15

Case B:

Matador Pens Mfg. Co. has its H.O at Mumbai and one factory at Vapi in Gujarat. The factory is headed by Mr. Vipul Shah, Production In-Charge. The total employee strength of the factory is 75 personnel.

During the first week of February 2009, an incidence occurred at the Vapi factory as follows:

An unskilled workman, Mr. Rajaram Bhute entered the factory premises under the influence of alcohol and started verbally abusing the site supervisor. After some time the hot verbal exchange between the duo culminated into fist fight and the supervisor was physically wounded in the process. Some workmen caught Rajaram and brought him forth Mr. Shah.

Past Incidents:

1. On 14/12/2008 – Rajaram is found sleeping on the shopfloor under the influence of alcohol
2. On 08 /10/2008 – Rajaram has hot debate on his Job Sheet with the floor Supervisor
3. On three other occasions Mr. Rajaram was found missing from his machine during duty hours.

What course of action should Mr. Shah take? What are the legal implications for the action taken?

Marks: 15

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