

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2024

Course: INDUSTRIAL RELATIONS

Programme: MBA (HRM)

Time: 03 hrs.

Instructions:

1. All sections are compulsory.
2. This question paper contains 4 printed pages

Semester: III

Course Code: HRES8004

Max. Marks: 100

SECTION A
(2 x 10 = 20 Marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Industrial Relations implies relations which an industry has with other partner industries like suppliers, wholesale agents, service providers etc.	2	CO1
Q-2	Ramesh was laid off from the company due to the continuous habit of late coming. Company has a right to layoff in such cases	2	CO1
Q-3	A non-registered Union is also a valid Union, and therefore may nominate its representatives in the negotiating council	2	CO1
Q-4	A company has a negotiating Union. During any industrial disputes the representatives of management and the negotiating Union try to resolve the dispute through tough and long negotiation sessions. This company follows Human Relations Approach to IR	2	CO1
Q-5	A strike was going on in an establishment. Meanwhile the State Government referred the dispute for Conciliation. Now the strike has become illegal	2	CO1
Q-6	A group of five workers <i>feel like</i> they may be fired from an establishment. They can raise this as an industrial dispute by filing a case in the labour court	2	CO1
Q-7	A female worker in a factory filed a complaint of sexual harassment against her reporting manager through a recorded video shared with ICC on whatsapp. She says she is illiterate and can't write. The ICC may accept such complaint	2	CO1
Q-8	In case of a maid worker filing complaint of sexual harassment against the residents of the place she was working, filing an FIR under relevant sections of Bhartiya Nyay Samhita is mandatory	2	CO1
Q-9	Workers Participation in Management is a tool to foster labor welfare	2	CO1
Q-10	A company has proper grievance redressal committee. The workers had a grievance, which they took directly to the court. The company says workers should take the matter to grievance committee, and only if they are not satisfied by the decision of grievance committee, they should go to court. The company policy is correct.	2	CO1

SECTION B (4 x 5 = 20 Marks)

Q-11	What is an illegal strike? What makes a strike illegal? Explain in detail	5	CO2
Q-12	Differentiate between Mediation, Conciliation, Arbitration, and Adjudication. Discuss the merits and demerits of each as a dispute settlement mechanism	5	CO2
Q-13	Giving relevant practical examples, explain in detail the various approaches to IR? What in your opinion may be the best approach to IR and why?	5	CO2
Q-14	Describe the circumstances under which the Negotiating Council is formed. Give an example to explain the process of nomination of members in a Negotiating Council.	5	CO2

SECTION-C (3 x 10=30)

Q-15	<p>A worker at a manufacturing company in India has been found violating the company's code of conduct by consistently reporting late for work, despite receiving multiple verbal warnings. The worker's tardiness is affecting the productivity of the team. The employer is now considering taking disciplinary action against the worker. On one occasion he was also seen fighting with another worker.</p> <p>As the HR manager of the company, outline the steps you would take, in compliance with Indian labor laws, to initiate disciplinary action against the worker.</p> <p>Your response should reflect legal compliance, fairness, principles of natural justice, and professional acumen.</p>	10	CO3
Q-16	<p>XYZ Pvt. Ltd., a large manufacturing company in Uttar Pradesh, has been facing growing tensions with the trade unions over the past year. The company has implemented new technological processes aimed at improving efficiency, but many of the workers, represented by the trade union, feel that the new changes have led to increased workloads without corresponding increases in compensation or job security. The union has started mobilizing workers for strikes and protests, demanding higher wages, better working conditions, and job guarantees for workers whose roles might be automated. The management is concerned that the escalating labor unrest could lead to production delays, financial losses, and tarnish the company's reputation. As the HR manager, you are tasked with managing the relationship with the union, ensuring smooth operations, and addressing the workers' grievances in a manner compliant with Indian labor laws. You must develop a strategy for negotiating with the union, balancing the company's business interests with the rights and demands of the workers, while maintaining industrial harmony.</p>	10	CO3
Q-17	<p>Consider a scenario where a large multinational company operating in India has established a joint management-employee committee aimed at fostering Workers Participation in Management. However, after a year of operation, it is evident that while workers are formally included in discussions, their input has had little influence on major decisions such as compensation policies, automation implementation, and corporate restructuring. Management perceives workers' involvement as a formality to comply with legal requirements, while workers feel disillusioned, believing the process lacks real power or influence. The WPM initiative is not working well. Should the company stop this initiative? As an HR, what advise will you give to improve the situation</p>	10	CO3

SECTION-D			
Case Study			
	<p>Priya is working as executive in an IT Firm at Bangalore, India. Her reporting manager is Rajesh who is working as Vice President. Over the last one year since Priya joined, her performance appraisal reports for all the three quarters were below average. One day Rajesh called Priya for performance review meeting. Rajesh discussed issues related to non-performance. Priya agreed that due to some personal reasons she was not able to focus on work.</p> <p>Rajesh knew Priya came from a lower middle-class family, and that she was the only earning member who was making living possible for five members in her family. Rajesh took advantage of the situation, and demanded for sexual favors from Priya, to which Priya agreed, as she considered herself an open-minded modern person. They had consensual physical relations between them. Rajesh promised Priya of promotion after 2 months when the promotion committee was scheduled to meet to decide on promotions. Rajesh was the Chairperson of the Promotion Committee.</p> <p>After 2 months the Promotion Committee met. Rajesh recommended Priya’s name for promotion, but this was very fiercely revolted by other members of the committee, as Priya’s performance reports were really far below average, and there were other candidates for promotion who had excellent performance reports. On this open opposition to Priya’s promotion Rajesh had to back out and Priya was denied promotion.</p> <p>After this Priya filed a sexual harassment complaint against Rajesh. During the ICC hearing, Rajesh asked Priya “You had consensual physical relations with me, you have filed the complaint after you were denied promotion. If you were given promotion, still you would have filed the complaint?”</p> <p>To this Priya answered, “I did everything for my promotion, still if you promote me, I am ready to take the complaint back”. To this Rajesh replied “I tried, but I can’t. Your performance reports are really very negative.”</p> <p>This was noted by ICC.</p>		
Q-18	Is Priya’s complaint a genuine complaint of sexual harassment? Discuss whether what happened with Priya was sexual harassment or not? Or to what extent? Give legal justifications for your response	15	CO4
Q-19	Can Priya’s demand of promotion for revoking (taking back) the complaint be considered as grounds of conciliation between Priya and Rajesh. What preventive steps must have been taken by HR in this case to avoid such a situation	15	CO4
	*****End of the paper*****		

