

Name:

Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2025

Course: INDUSTRIAL RELATIONS

Programme: Intt. BBA-MBA

Time: 03 hrs.

Instructions:

Semester: VI

Course Code: HRES 3022

Max. Marks: 100

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

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

S. No.		Marks	CO
Q-1	Industrial Relations means relations one industry maintains with other industries	2	CO1
Q-2	Every conflict between workers and management is a industrial dispute	2	CO1
Q-3	Workers Participation in management is a tool for prevention of grievances	2	CO1
Q-4	Certificate of Registration given to a Trade Union is valid for a period of three year only	2	CO1
Q-5	In every establishment unless the workers give six-week notice, they cannot go on strike	2	CO1
Q-6	Tool down and slow down strikes are illegal	2	CO1
Q-7	In case where an establishment has no senior woman employee, the Presiding Officer of the ICC appointed as per The Sexual Harassment of Woman at Workplace (Prevention and Redressal) Act, 2013 can be a male employee	2	CO1
Q-8	In case where a domestic maid woman worker wants to make a complaint of harassment, the complaint would be heard by Local Complaint Committee after filing an FIR with the police	2	CO1
Q-9	Not having a canteen for workers is an unfair labor practice	2	CO1
Q-10	Workers of an establishment cannot go on strike during pendency of a Conciliation Proceeding in front of a Board of Conciliation	2	CO1
SECTION B (4 x 5 = 20 Marks)			
Q-11	What are the several dispute settlement mechanisms available under Indian Labor Legislation Regime? Explain the applicability of each in a hierarchical way	5	CO2

Q-12	What are various levels of Workers Participation in Management? What is the basic philosophy to be served by such participation?	5	CO2
Q-13	What is collective bargaining? Explain in detail (with do's and don'ts) the process of collective bargaining in India	5	CO2
Q-14	What is Negotiating Union? Explain in detail the process of formation of a Negotiating Union and The Negotiating Council.	5	CO2
SECTION-C (3 x 10=30)			
Q-15	<p>An employee was caught in a drunken state inside a factory premises. This as per Rule 5 (c) viii of the Service Rules of the Factory was a major punishable offence. Draft the following office orders and explain the detailed process of initiating disciplinary action against the employee.</p> <ol style="list-style-type: none"> 1. Show cause Notice 2. Suspension Pending Enquiry 3. Termination of service after due inquiry and hearing 	10	CO3
Q-16	<p>Despite having multiple forums and having many mechanisms in place, the harsh reality is that there is still a serious distrust between the employers and employees. Companies across the sectors have not been able to create a climate of trust. What is the real problem? If Companies like the TATA Group, and Aditya Birla Group among others can have good IR climate, why not others? Discuss.</p>	10	CO3
Q-17	<p>Discuss what policy initiatives establishments may take in order to have a robust grievance handling system.</p> <p>What measures can be a part of grievance handling mechanism</p> <p>Suggest out of the box grievance handling mechanisms</p>	10	CO3
SECTION-D			
Case Study			
	<p>In 2023, Priya Sharma (name changed), a 28-year-old junior marketing executive, joined TechTrend Innovations, a mid-sized IT firm in Bengaluru, India. The company was known for its competitive culture and rapid growth. Priya, ambitious and talented, was assigned to a team led by Vikram Malhotra, a 40-year-old senior manager with significant influence over promotions, project assignments, and client interactions. Priya's creativity and dedication quickly earned her recognition within the team.</p> <p>Three months into her role, Vikram began mentoring Priya, offering personalized guidance and praising her work in private meetings. He hinted that he could secure her a promotion to a team lead position, a rare opportunity for someone at her level. During one meeting, Vikram suggested that her career could "skyrocket" if she agreed to "build a closer relationship" with him, proposing dinners and weekend outings framed as career discussions. Feeling pressured and fearing professional stagnation in a competitive industry, Priya reluctantly agreed to attend a few dinners, believing they would remain professional.</p> <p>Initially, the outings seemed work-focused, with Vikram discussing her projects and introducing her to key clients. However, his behavior soon became inappropriate. He</p>		

	<p>sent her late-night messages with personal compliments, insisted on private meetings at his apartment to "review project plans," and made suggestive remarks about her appearance. Vikram explicitly linked her compliance to career benefits, promising a promotion and a high-profile project if she "kept him happy." Priya, caught in a web of ambition and coercion, continued to comply, hoping to secure the promised opportunities while feeling increasingly uncomfortable.</p> <p>Six months later, Priya was assigned a high-profile project, but Vikram's demands intensified. He pressured her for physical intimacy, threatening to reassign the project and sabotage her promotion if she refused. When Priya attempted to set boundaries, Vikram became vindictive. He publicly criticized her work, gave her impossible deadlines, and spread rumors among colleagues that she was "unprofessional." Her performance reviews, previously excellent, were manipulated to reflect poor ratings, jeopardizing her promotion. Feeling betrayed and humiliated, Priya realized that complying had not protected her career but instead deepened her entanglement in Vikram's abuse of power.</p> <p>Devastated and guilt-ridden, Priya confided in a trusted colleague, who urged her to report the issue. She approached the company's Internal Complaints Committee (ICC) under India's Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act). Filing the complaint was fraught with challenges: Priya's initial compliance complicated the case, as Vikram claimed their interactions were consensual. The ICC's investigation was slow, and Priya faced workplace ostracism, with colleagues labeling her as someone who "used favors" to advance. Supported by a women's rights NGO, Priya provided evidence of Vikram's coercive tactics, including messages and witness testimonies from other employees who had faced similar behavior. The investigation confirmed Vikram's pattern of quid pro quo harassment, leading to his termination. Priya's performance ratings were restored, and she retained her role, but the emotional trauma, workplace stigma, and self-blame left her contemplating resignation.</p>		
Q-18	How could Priya have navigated Vikram's initial demands differently to protect herself, and what role can organizations play in empowering employees to recognize and resist coercive quid pro quo tactics early on?	15	CO4
Q-19	What measures can companies implement to ensure ICC investigations under the POSH Act are impartial, sensitive to complex cases involving initial compliance, and free from victim stigmatization?	15	CO4
	*****End of the paper*****		