

Name:	
Enrolment No:	

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES.
End Semester Examination, December 2023

Course: INDUSTRIAL RELATIONS

Programme: BBA HRM

Time: 03 hrs.

Instructions:

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

Semester: III

Course Code: HRES2004

Max. Marks: 100

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

S. No.		Marks	CO
Q-1	Industrial Relations is a term used to define employer-employee relations only	2	CO1
Q-2	A person not working in a establishment, but living nearby suffered asthma due to polluted gasses emitted by the establishment. He files a case against the establishment. His complaint is an industrial dispute	2	CO1
Q-3	Wife of a worker who herself is not working in the factory where her husband works, can not join the Trade Union of the factory as member	2	CO1
Q-4	Certificate of Registration given to a Trade Union may also be revoked by the Registrar if the Union has not taken the permission from the management for registration.	2	CO1
Q-5	10 or more members of a Union who are workers may apply for registration of a Union	2	CO1
Q-6	Office address of a registered trade union was found to be residential address of one of its members. This is illegal.	2	CO1
Q-7	Internal complaints committee (ICC) of an establishment may agree to hear a case of sexual harassment filed by a male employee	2	CO1
Q-8	If the female complainant is unable to file a written complaint of sexual harassment, her video recorded statement may be acceptable as complaint	2	CO1
Q-9	Worker's participation in management is a social security mechanism	2	CO1
Q-10	Award given by a conciliator is non-binding on the parties involved in industrial dispute	2	CO1

SECTION B (4 x 5 = 20 Marks)

Q-11	What are the various approaches to IR? Explain citing relevant practical examples	5	CO2
Q-12	What is the process of registration of a trade union? Explain in detail along with matter to be contained in rules of a Union	5	CO2

Q-13	What are several conditions and regulations that have to be followed by the workers if they want to resort to strike?	5	CO2
Q-14	What is Layoff and retrenchment? Explain the process to be followed for layoff and retrenchment.	5	CO2
SECTION-C (3 x 10=30)			
Q-15	<p>An establishment has 4 registered and 1 non-registered union. The have following percentage standing as members of the Union.</p> <p>A (Registered) – 43% B (Registered) – 24% C (Registered) – 39% D (Registered) – 19% E (Non-Registered) – 53%</p> <p>In case of an industrial dispute these Unions make different demands. How will the HR cope with this situation? What forum needs to be created (if any)? What will be the composition of such forum?</p>	10	CO3
Q-16	<p>An employee was alleged of indulging in alcohol consumption and riotous behavior while inside the factory premises.</p> <p>Prepare a show cause notice with an order of suspension pending inquiry to be served to such employee.</p>	10	CO3
Q-17	<p>Reflecting back, one may conclude that the practice and policies of Workers Participation in India has largely failed.</p> <p>What aspects among the workers and management have been responsible for such failure. What measures can be taken in order to ensure that our organizations become more participative and democratic? Discuss.</p>	10	CO3
SECTION-D			
Case Study			
<i>As published in firstpost.com on May 17, 2017 17:24:07 IST</i>			
	<p>Last week, an article on <i>Huffington Post</i> described a bone-chilling account of cyberstalking faced by Vijay Nair, a Mumbai-based entrepreneur and founder of Only Much Louder (OML). The article, which has since gone viral, describes in detail the ordeal faced by Nair for months, which started with someone anonymously posting a sexually explicit tweet on his Twitter profile. What followed were a series of sexually explicit messages sent by the cyberstalker to Nair over Whatsapp and email, many of which were also copied to Nair's friends and acquaintances. When Nair finally unmasked the identity of his stalker, it was discovered that the stalker in question was a woman whom Nair was acquainted with. The cyberstalking incident involving Nair is not a lone incident of a man being sexually harassed by a woman. Sexual harassment incidents committed against men (with the perpetrator being a woman)</p>		

	<p>are increasingly being reported and make one wonder whether we need gender neutral sexual harassment laws in India.</p> <p>Is sexual harassment of men by women a reality in India?</p> <p>An article on <i>The Hindu</i> outlines many instances of sexual harassment faced by Indian men including stalking, sexual harassment at workplace and sexual assault. In all these cases, the perpetrators were women. Apart from the lack of any legal recourse available to men in such cases, what emerges is that the male victims of sexual harassment do not receive emotional support within their social circle either; friends of male victims of sexual harassment are often dismissive of such incidents and instead call the victim in question “lucky” to be desired by a woman. The fear of not being taken seriously is not the only reason which prevents men from reporting sexual harassment cases. The fear that a female perpetrator may, in fact, use sexual harassment laws to wrongly implicate the male victim (by alleging that it was the man who sexually harassed her) has led many male victims of sexual harassment to not formally complain.</p> <p>The idea that a woman can sexually harass a man is still considered <i>inconceivable</i> in the Indian society. What makes it even more difficult for men to speak about such incidents openly is the tendency of others to perceive male victims of sexual harassment as "feminine" or "weak". The disbelief surrounding sexual harassment of men by women in India can also be attributed to the absence of data/statistics on this issue. This, in turn, becomes a vicious cycle where the fear of being disbelieved may cause a male victim of sexual harassment to not report such incidents, leading to further lack of statistics in such matters.</p> <p>According to a 2010 survey, conducted by Economic Times-Synovate, "men are as vulnerable to sexual harassment as women" in India.</p>		
Q-18	<p>Do you think The Indian POSH law that defines a complainant only to be an “aggrieved woman” and never an “aggrieved man” is haploid and biased? Why will it not be justifiable to address the complaints of sexual harassment made by men in Indian POSH law?</p>	15	CO4
Q-19	<p>If a male employee genuinely feels sexually harassed what (if any) are the legal remedies available to him?</p> <p>How does Indian POSH law deal with <i>quid-pro-quo</i> i.e cases of consensual sexual indulgence with an objective to gain professional opportunities/ success?</p>	15	CO4
	<p>*****End of the paper*****</p>		