

Q. 3. Write Short notes on (Any Three) (15)

1. Certifying Surgeons under the Factories Act, 1948
2. Process of Collective Bargaining
3. Industry under the Industrial Dispute Act, 1947.
4. Modification of Standing Orders.
5. Application of Principles of Natural Justice

Q. 4. Answer in detail (Any Two) (20)

1. State and explain the procedure of Domestic Enquiry in detail.
2. Explain the difference between Industrial Relations in Pre and Post independence area.
3. Explain how the Standing orders are displayed or published?

Q. 5. Case study (Any One) (15)

1. In the ABC Manufacturing industry there was unrest due to financial problem workers were unhappy because there was no bonus from 4 years. Trade union was active they gave the last warning to the manager that they will go on strike if management will not give the bonus and rise in the salary of the workers. One fine day workers suddenly went on strike without giving notice officially.

Questions:

- i) What will You Do As a manager?
- ii) What is a role of management?
- iii) Give title and solve the problem.

2. Mr. Nayadu was employed on in Epic Industry daily wages in leave vacancy of Epic. The Industry declared lay-off for two months due to the breakdown of machinery. When the industry resumed its operation of manufacturing it neither took Mr. Nayadu in employment nor gave him any compensation for the period of lay-off. Mr. Nayadu therefore moved to the Labour Court and filed a suit for compensation. But the Court rejected his suit stating that he cannot be compensated as he was a temporaryworker.

Questions:

- i) When a lay-off can be declared in any industry under the Industrial Disputes Act,1947?
- ii) Whether Mr. Nayadu deserves to be compensated or not? Give reasons.
- iii) What are the other remedies available to Mr. Nayadu