

School of Finance and Commerce**Bachelor of Business Administration in Financial Investment Analysis
Semester End Examination - Jul 2024**

Duration : 180 Minutes
Max Marks : 100

Sem V - H1UA506T - Industrial Relations and Labour LawsGeneral Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Give the names of any two types of trade unions. K1(2)
- 2) Illustrate the different forms of industrial lockouts. K2(4)
- 3) "Trade union is a voluntary organisation." Examine. K2(6)
- 4) "A committee comprising of representatives from both the parties (for example employer and their employees) to the Dispute." Identify the body and write its constitution. K3(9)
- 5) Examine how would you compare the conciliation, arbitration with adjudication procedures and bring out differences among them. K3(9)
- 6) Analyse 'Health' provisions under the factories Act, 1948. K5(10)
- 7) Analyse 'Safety' provisions under the factories Act, 1948. K4(12)
- 8) Grievance Redressal Mechanism is an important cog in the wheel of any organisation. Justify. K5(15)
- 9) Explain all the provisions of Factories Act, 1948 in detail. K5(15)
- 10) The personnel office of Prashant chemicals Limited informed the middle managers through a circular that a group of consultants would be calling on them later in the week to provide training on team building. The consultants would be emphasizing on how to develop team work and to build inter group relationships throughout the company. The information also contained the approach to be adopted by the consultants and explained the five steps process of team buildings: problem sensing, examining differences, giving and receiving feedback, developing interactive skills, and follow up actions. The circular also included a note on the utility of team building in organizational effectiveness. On receiving the circular, middle managers felt tense as they thought teambuilding as an exercise involving a lot of hocus-pocus as they thought team sensitivity training exercises in which participants used to attack each other and let out their aggression by heaping abuse on those disliked. Therefore, the managers felt that the consultants were not needed for team building. One of the managers commented, "now that we understand what is involved in team building, we can go ahead and conduct session ourselves. All we have to do is to choose a manager who is liked by everyone and put him in the role

of change agent/consultant. After all, you really do not need high-priced consultants to do this team building stuff. You just have to have a good feel for human factor". The other managers generally agreed. However, the corporate personnel director turned down their suggestions and proceeded with his original programmed of hiring consultants. Questions: 1. Explain why did middle managers show resistance to team building approach of organization development? 2. Commene:- Do you think the managers had accurate view of team building concept and role of external consultant in that? 3. Did corporate personnel office sell the concept of team building and its usefulness properly to middle managers? What actions that the department has taken