

Reg. No.:

Name :



VIT[®]
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)

CONTINUOUS ASSESSMENT TEST [CAT-1]

Programme	: B.Tech. (All Branches)	Semester	: WIN 2022– 2023
Course Title	: Industrial Relations and Labour Welfare in India	Code	: HUM 1042
		Class Nbr(s)	: CH2022235000097
Faculty (s)	: Dr.V. VIJAYALAKSHMI	Slot	: B2+TB2
Time	: 90 Minutes	Max. Marks	: 50

Answer Any Five of the following in 500 words each.

(5X10 = 50 MARKS)

1. Distinguish between organized and unorganized sectors in India with suitable examples **10**
2. Elaborate the types of labour and need for labour welfare in India. **10**
3. Narrate a case of an unorganized worker and describe the social security measures introduced by the government for Unorganized Sectors. **10**
4. Explain the impact of industrial relations on the productivity of the organization with examples. **10**
5. Discuss the plight of women workers in Unorganized Sector in India. **10**
6. Discuss the measures to enhance industrial relations and reduce industrial disputes **10**



Continuous Assessment Test II(CAT II) – March 2023			
Programme	: B.TECH/MIS	Semester	: Winter
Course Title	: Industrial Relations and Labour Welfare in India	Course Code	: HUM 1042
		Class Nbr(s)	: CH2022235000097
Faculty (s)	: Dr.V.Vijayalakshmi	Slot	: B2+TB2
Time	: 90 minutes	Max. Marks	: 50 Marks

Answer the following Questions

(50Marks)

1. Analyse the case and give appropriate answers (20 Marks)

In November 2019, approximately 2,000 workers at a Honda Motorcycle and Scooter India (HMSI) plant in Manesar went on strike, after nearly 300 contractual workers were asked to go on indefinite leave. Workers said the company had drawn a list of 650 workers they planned to send on indefinite leave. HMSI explained that the dismissals were based on 'demand fluctuations and product adjustment,' and that the 200 contractual members who had finished their terms had been relieved from work. Workers protested around the plant, and refused to leave until their demands were met, including financial assistance for those asked to leave and regularisation of those who had been working at the plant for over 10 years. Meetings took place between management, union members and labour department officials, but had failed to come to a resolution.

A week after the strike started, Honda announced that plant operations at the Manesar plant were suspended, and the plant would remain closed until a resolution had been met. As the strike entered its 11th day, it was reported that approximately 50 workers had fallen sick and 12 hospitalised, due to a lack of food, after management had shut down the canteen. Honda did not respond to these claims.

Honda also allegedly sought a stay order on the strike, in an attempt to evict striking workers from the plant. Honda declined to comment. Honda workers later vacated the plant, and continued their strike outside the premises.

Comment on the behaviour of Honda and the measures to be taken according to ID act.
(20 Marks)

2. Answer any one among the two questions (20 marks)

- a) Factory lockout is the ultimate weapon in the hands of the management when an uncontrollable situation arises in the factory. Narrate a Case study of Lock out that happened recently in India and its impacts. (20 Marks)

OR

- b) "No one ever benefits from Strike". Naarate a case study on strike that happened recently in India and also mention its impact on the Indian Economy. (20 Marks)

3. Explain the duties and powers of conciliation officers, works committee and boards of conciliation in the settlement of industrial disputes. (10 Marks)

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Final Assessment Test (FAT) - APRIL/MAY 2023

Programme	B.Tech / M.Tech. (Integrated)	Semester	Winter Semester 2022-23
Course Title	INDUSTRIAL RELATIONS AND LABOUR WELFARE IN INDIA	Course Code	HUM1042
Faculty Name	Prof. Vijayalakshmi V	Slot	B2+TB2
		Class Nbr	CH2022235000097
Time	3 Hours	Max. Marks	100

Part A (4 X 10 Marks)**Answer any 4 questions**

01. State the problems faced by organized and unorganized sector with respect to their nature of employment with relevant illustrations. [10]
02. "Industrial Relations is an art of living together for the purpose of production.." H.Richardson. Discuss [10]
03. Discuss Strike and its different forms. Describe various statutory provisions to be fulfilled for the purpose of declaring a strike legal or illegal for essential and non essential services. [10]
04. In the era of technological, competitive, political and social changes, how do you visualize the role of trade unions in the years ahead. [10]
05. Narrate a case of arbitration under Industrial Disputes act 1947 in India in the recent scenario. [10]

Part B (3 X 20 Marks)**Answer any 3 questions**

06. The Pandemic is changing the Face of Indian Labour: Comment [20]
07. Critically evaluate the administrative machinery set up by government, statutorily for resolving conflicts. How far it is effective? Write your suggestions to make it more effective. [20]
08. Enlist and explain the policies and programs for the welfare of the employees in India. [20]
09. Discuss a case on Unfair labour practices in India and explain the statutory provisions and machinery to eradicate it. [20]

