

Name:  
Full Enrolment No:  
Sap ID



**UNIVERSITY OF PETROLEUM & ENERGY STUDIES**  
**End Semester Examination (Online) – July, 2020**

**Program: BBA (CORE) -HRM**  
**Subject/Course: INDUSTRIAL RELATIONS**  
**Course Code: HRES2004**

**Semester : IV**  
**Max. Marks: 100**  
**Duration : 3 Hours**

**IMPORTANT INSTRUCTIONS**

1. *The student must write his/her enrolment no. and SAP ID in the space designated above.*
2. *The questions have to be answered in this MS Word document.*
3. *After attempting the questions in this document, the student has to upload this MS Word document on Blackboard.*
4. *The file name of this document that the student will upload must be the Correct Enrollment No. of the student*

	<b>Note: Attempt <u>ANY FIVE</u> questions only. Each question carries 20 marks</b>	<b>Marks</b>	<b>COs</b>
Q.1	<p>In spite of having a vibrant and progressive Industrial Relations Regime in India with numerous provisions in place, detailed provisions in The Constitution of India to provide liberty, freedom, and democratic rights and with so many bodies to reinforce industrial peace and democracy, industrial unrest remains the reality of the day. There have been reports of unrest, strikes, lockouts, even militant action in not only small and mid-size companies in India but also big corporations.</p> <p>Do you think IR regime in India has failed (at least partially)? What is the cause of such failure? How can the IR climate be made better?</p> <p>Elaborate and discuss citing relevant examples wherever required.</p>	20	CO2 CO3 CO4
Q.2	<p>As a mechanism to downsize the manpower levels in companies, employers especially in the PSUs refrain from using retrenchment. What are the various adverse impacts that retrenchment can have over an establishment?</p> <p>PSUs generally use Voluntary Retirement Schemes (VRS) and Golden handshake to downsize. Discuss the adverse impacts that VRS and Golden Handshake can have.</p>	20	CO1 CO3 CO4

	<p>With both, Retrenchment and VRS having different sets of disadvantages, recommend better downsizing techniques, keeping in mind minimizing the possibilities of backlash.</p>		
Q.3	<p>A woman employee files a complaint of sexual harassment against one of her colleague on January 2, 2020. She alleged that during the unofficial new year party that was organized at a resort some 50 kms away from the town where the establishment is located, the respondent colleague harassed her.</p> <p>The party was organized people, some of whom were working in the same establishment as the complainant, while other few attendees and organizers were from different organizations. The party was funded by individual contribution of Rs. 500/- per person.</p> <p>The complaint was received by the HR of the establishment on 2/1/2020, and a notice of ICC hearing was served on 5/1/2020. The ICC hearing was scheduled to be on 15/1/2020.</p> <p>But, on 10/1/2020 the complainant revoked (took back) the complaint, citing that she moved the complaint “in heat of the moment”, consequently the ICC hearing was called off by the HR.</p> <p>By the first week of March, 2020 there were rumors that there has been a settlement between the complainant and the respondent, and the respondent has paid Rs. 50,000/- to the complainant in return of revocation of the complaint. One of the employee even told the HR about this on conditions of anonymity.</p> <ol style="list-style-type: none"> <li>a. The party was an unofficial party, and was outside the premises. Was the original complaint a valid complaint of sexual harassment?</li> <li>b. What action would the HR take (if any) against the complainant and the respondent, after HR comes to the knowledge of alleged settlement</li> </ol> <p>Note: Cite relevant legal provisions as grounds of your answers.</p>	20	<p>CO1</p> <p>CO2</p> <p>CO3</p> <p>CO4</p>
Q.4	<p>An employee was alleged of indulging in alcohol consumption and riotous behavior while inside the factory premises. He abused many of his colleagues and even had beaten up a few others.</p> <p>Upon receipt of a written complaint in this regard, the HR conducted preliminary investigation, and found that the said employee was a habitual and regular</p>	20	<p>CO1</p> <p>CO3</p> <p>CO4</p>

	<p>alcoholic, and such incidents though have happened in the past, but were not officially reported.</p> <p>Possession and Consumption of alcohol in the premises of the establishment is a major offence as defined in the service rules and regulations of the establishment.</p> <p>The establishment does not have a very good IR climate. A prolonged strike has just been over in which this worker was actively involved. The HR has apprehensions that any action taken in this case may have potential to further cause a probable unrest amongst the workers</p> <p>Explain in detail the step by step process to be utilized by the establishment in order to initiate and take action against the employee, keeping in mind that such action will not cause general employee backlash.</p>		
Q.5	<p>Employee discipline is a serious and important concern for HR of every establishment across sectors and size. Organizations have well drafted service rules and regulations, with a clear definition of acts of minor and major misconduct, and minor and major penalties that can be awarded to the employees who indulge in such acts of misconduct.</p> <p>Also, organizations have a well-defined, detailed process and procedure to initiate action against the employees, and award of penalties.</p> <p>It has been observed that organizations with well-defined rules and regulations do face incidences of employee indiscipline and misconduct, while on the other hand some of the most successful global organizations that do not have elaborated rules and regulations have at times a more disciplined workforce.</p> <p>What is the cause of employee discipline? What causes employee indiscipline? Is there any relationship between employee conduct and rules and regulations?</p> <p>Discuss.</p>	20	CO1 CO3 CO4
Q-6	<p>Industrial Relations regime in India aims at achieving highest levels of industrial democracy and employee engagement. This is also indicated in The Constitution of India. One of the ways to achieve this objective is to involve the workers in decision making and managing the organization. Hence many bodies such as</p>	20	CO1 CO2 CO4

	<p>Works Committees, Joint Management Councils, and several others have been provided to achieve higher levels of workers participation in management (WPM)</p> <p>A critical analysis of functioning of such forums has revealed that in large number of corporations, such forums have failed.</p> <p>Analyze and discuss the reasons of such failure of WPM forums. Recommend out of the box, innovative, and creative mechanisms to achieve WPM in real sense, and to enhance employee engagement and participation.</p>		
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-----Start typing your answers indicating the Answer No. below-----

**ANSWERS**