

ASM's  
**Institute of Professional Studies**  
Pimpri, Pune -411 018  
206 Employee Relations & Labour Legislation CCE 1

**Home Assignment**

Date - 27/11/24

**Q. 1. Answer the following**

**[5\*2 =10 Marks]**

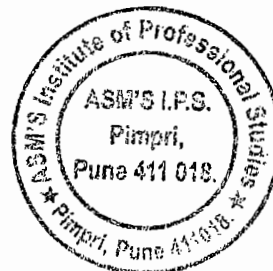
- a) Define Employee Relations and list down the factors of Employee relations
- b) Enlist any five items taken into account for collective bargaining.
- c) Enlist different forms of Workers Participation in India.
- g) What is Strike under Industrial Disputes Act, 1947?
- h) Discuss the meaning of Grievance?

**Q. 2. Answer the following**

**[5\*3 =15 ]**

- 1) Elaborate the Constitution of Internal Complaints Committee and duties of Employer under Maternity Benefit Act, 1961?
- 2) Compare and Contrast the Dunlop's and The Social Action Approach.
- 3) Discuss the role played by the International Labour Organization (ILO).

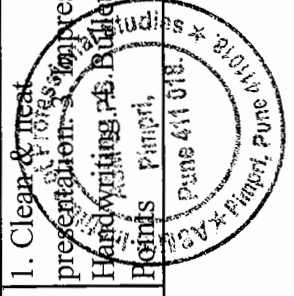
Date of submission :- 3/2/24





## Rubric for CCE - Home Assignment ( Group A- Individual Assessment)

Criteria	Requirements	Distinguished / Excellent (5 Marks)	Basic/Fair (4-3 Marks)	Poor (1-2 Marks)	Blooms Taxonomy Verbs
<b>Subject Knowledge (5)</b>	<ol style="list-style-type: none"> <li>Knowledge regarding concept (definition with author/ Theory year, author, focused points, criticism / Principle)</li> <li>Ability to relate theory with example</li> <li>Diagrammatic representation of concepts</li> </ol>	<ol style="list-style-type: none"> <li>Knowledge regarding concept (definition with author/ Theory year, author, focused points, criticism / Principle)</li> <li>Ability to relate theory with example</li> <li>Diagrammatic representation of concepts</li> </ol>	<ol style="list-style-type: none"> <li>Knowledge regarding concept (definition with author/ Theory year, focused author, focused points, criticism / Principle)</li> </ol>	<ol style="list-style-type: none"> <li>Knowledge regarding concept (definition / Theory / Principle)</li> </ol>	<ol style="list-style-type: none"> <li>Define Specific Terms</li> <li>List different types, attribute</li> <li>Match the following</li> <li>Identify the factors affecting on</li> <li>What is the meaning of</li> </ol>
<b>Understanding (5)</b>	<ol style="list-style-type: none"> <li>relevance with the concept or theory</li> <li>2 Point covered</li> </ol>	<ol style="list-style-type: none"> <li>related explanation</li> <li>Covered all points</li> </ol>	<ol style="list-style-type: none"> <li>Related explanation. Covered some of the points</li> </ol>	<ol style="list-style-type: none"> <li>related explanation</li> <li>Covered only one or two points</li> </ol>	<ol style="list-style-type: none"> <li>Discuss</li> <li>Differentiate</li> <li>summarize</li> <li>classify</li> <li>relate</li> </ol>
<b>Format (5)</b>	<ol style="list-style-type: none"> <li>Format - Introduction, concept, example, diagram</li> </ol>	<ol style="list-style-type: none"> <li>Format - Introduction, concept, example, diagram</li> </ol>	<ol style="list-style-type: none"> <li>Format- Concept</li> </ol>	<ol style="list-style-type: none"> <li>Concept</li> </ol>	
<b>Writing Presentation(5)</b>	<ol style="list-style-type: none"> <li>Clean &amp; neat presentation.</li> <li>Good Handwriting</li> <li>Bulletpoints</li> </ol>	<ol style="list-style-type: none"> <li>Clean &amp; neat presentation.</li> <li>Good Handwriting.</li> <li>Bulletpoints</li> </ol>	<ol style="list-style-type: none"> <li>Readable Bulleted Points</li> </ol>	<ol style="list-style-type: none"> <li>Not Readable</li> </ol>	





<b>Deadline(5)</b>	Submit an assignment on or before time	Assignment submitted within 3 days after deadline	Assignment submitted within the period of 4-7 days after deadline	Assignment submitted after 7 days after deadline	
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**206 Employee Relations & Labour Legislation CCE 1**

**Home Assignment**

**Q. 1. Answer the following**

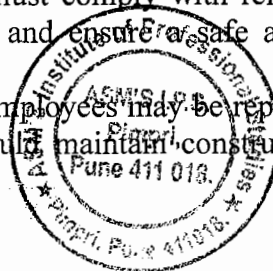
**[5\*2 =10 Marks]**

a) Define Employee Relations and list down the factors of Employee relations

Employee Relations refers to the dynamic and multifaceted interactions between employers and employees within an organization. It encompasses all aspects of the employment relationship, including communication, conflict resolution, employee satisfaction, and overall workplace culture. The goal of effective employee relations is to foster a positive and productive work environment where employees feel valued, respected, and motivated to contribute to the organization's success.

Factors of Employee Relations:

1. **Communication:** Open and transparent communication between management and employees is essential for building trust, resolving conflicts, and fostering a sense of belonging within the organization.
2. **Fairness and Equity:** Employees expect fair treatment in all aspects of their employment, including hiring, compensation, promotion, and disciplinary actions. Ensuring fairness and equity helps maintain morale and reduces turnover.
3. **Employee Engagement:** Engaged employees are more committed, motivated, and productive. Employers can foster engagement through opportunities for feedback, recognition, professional development, and involvement in decision-making processes.
4. **Conflict Resolution:** Conflicts are inevitable in any workplace, but how they are managed can significantly impact employee morale and productivity. Employers should have clear processes in place for resolving conflicts promptly and fairly.
5. **Work-Life Balance:** Supporting employees' well-being and promoting work-life balance contributes to job satisfaction and reduces burnout. Flexible work arrangements, wellness programs, and time-off policies can help employees achieve a healthy balance between work and personal life.
6. **Performance Management:** Providing regular feedback, setting clear performance expectations, and recognizing and rewarding achievements are essential for motivating employees and driving performance improvement.
7. **Compliance with Employment Laws:** Employers must comply with relevant employment laws and regulations to protect employees' rights and ensure a safe and fair workplace environment.
8. **Employee Representation:** In some organizations, employees may be represented by unions or other employee representatives. Employers should maintain constructive relationships



with these representatives to address employee concerns and negotiate collective bargaining agreements.

9. **Organizational Culture:** The organizational culture plays a significant role in shaping employee attitudes, behaviors, and interactions. A positive and inclusive culture that values diversity, innovation, and collaboration fosters strong employee relations.
10. **Continuous Improvement:** Employee relations is an ongoing process that requires regular evaluation and improvement. Employers should solicit feedback from employees, monitor employee satisfaction, and implement changes to enhance the overall employee experience.

b) Enlist any five items taken into account for collective bargaining.

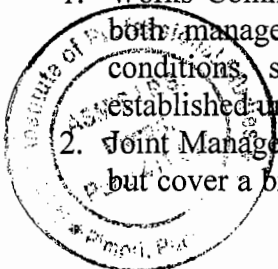
Collective bargaining involves negotiations between employers and employees (or their representatives) to determine the terms and conditions of employment. Here are five items commonly taken into account during collective bargaining:

1. **Wages and Compensation:** This includes base pay, overtime rates, bonuses, and other forms of compensation. Negotiations may focus on establishing fair and competitive wage rates that reflect the value of employees' work and contribute to their financial well-being.
2. **Working Hours and Schedules:** Collective bargaining often addresses issues related to work hours, including standard workweek length, overtime policies, shift schedules, and break periods. Negotiations aim to establish reasonable and equitable work schedules that meet the needs of both employers and employees.
3. **Benefits and Leave Policies:** Negotiations may cover a range of employee benefits, such as health insurance, retirement plans, paid time off (e.g., vacation, sick leave), parental leave, and other forms of employee assistance programs. Both parties seek to balance the cost of benefits with their value in attracting and retaining employees.
4. **Health and Safety:** Collective bargaining may address workplace health and safety standards, policies, and procedures aimed at ensuring a safe and healthy work environment for employees. This includes measures to prevent workplace injuries and illnesses, provide adequate training and protective equipment, and address concerns related to occupational hazards.
5. **Grievance Procedures and Dispute Resolution:** Negotiations often establish mechanisms for addressing employee grievances, disputes, and disciplinary actions. This may include defining procedures for filing complaints, investigating allegations, and resolving conflicts through mediation, arbitration, or other means. Establishing fair and transparent grievance procedures helps maintain trust and cooperation between employers and employees.

c) Enlist different forms of Workers Participation in India.

In India, workers' participation in management is encouraged through various mechanisms aimed at involving employees in decision-making processes and improving workplace relations. Some of the different forms of workers' participation in India include:

1. **Works Committees:** Works Committees are joint forums comprising representatives from both management and workers. They discuss matters related to day-to-day working conditions, safety, welfare, and amenities in the workplace. Works Committees are established under the Industrial Disputes Act, 1947.
2. **Joint Management Councils:** Joint Management Councils are similar to Works Committees but cover a broader range of issues, including production, productivity, quality control, and





- technological advancements. These councils promote cooperation and collaboration between employers and employees in achieving organizational goals.
3. **Joint Consultative Machinery (JCM):** JCMs are established in government departments and public sector undertakings to facilitate discussions and consultations between management and employees on matters related to their service conditions, welfare, and grievances. JCMs aim to promote harmony and understanding between government employees and their employers.
  4. **Board-level Participation:** Some companies allow workers to participate in decision-making processes at the board level by appointing employee representatives to the company's board of directors or advisory committees. This form of participation gives employees a voice in strategic decision-making and corporate governance.
  5. **Employee Share Ownership Plans (ESOPs):** ESOPs are schemes that allow employees to acquire ownership stakes in the company by purchasing or receiving shares as part of their compensation package. ESOPs align the interests of employees with those of the company's shareholders and can foster a sense of ownership and commitment among employees.
  6. **Collective Bargaining:** Collective bargaining is a process in which trade unions negotiate with employers on behalf of workers to determine terms and conditions of employment, such as wages, benefits, working hours, and other employment-related matters. Collective bargaining allows workers to have a collective voice in shaping their working conditions and protecting their interests.
  7. **Employee Welfare Committees:** Employee Welfare Committees are set up to address the welfare needs of workers, including issues related to housing, healthcare, education, recreation, and social security. These committees promote employee well-being and improve morale and productivity in the workplace.

These forms of workers' participation contribute to fostering better industrial relations, enhancing organizational effectiveness, and promoting a sense of ownership and belonging among employees

g) What is Strike under Industrial Disputes Act, 1947?

Under the Industrial Disputes Act, 1947, a strike is defined as the cessation of work by a body of workers to protest against certain terms or conditions of their employment. It is a collective action taken by workers to express dissatisfaction with their employers regarding various issues such as wages, working conditions, benefits, or any other matter related to their employment.

Key features of a strike under the Industrial Disputes Act, 1947 include:

1. **Collective Action:** A strike typically involves a group or union of workers collectively deciding to stop work to press for their demands. It is a form of concerted action aimed at exerting pressure on the employer to address the workers' grievances.
2. **Legal Framework:** The Industrial Disputes Act, 1947 provides a legal framework for regulating strikes and other forms of industrial action. It outlines procedures for giving notice of a strike, requirements for holding secret ballots, and provisions for the resolution of disputes through conciliation, arbitration, or adjudication.
3. **Notice Requirements:** In most cases, workers are required to give advance notice to their employer and relevant labor authorities before going on strike. The notice period varies depending on the nature of the industry, the number of workers involved, and other factors specified in the law.
4. **Protected Activity:** While strikes are a legitimate form of industrial action, they must be conducted within the bounds of the law. Workers have the right to strike to press for their

demands, but they are also subject to certain legal restrictions and obligations to ensure that the strike does not disrupt essential services or cause harm to public order or safety.

5. **Resolution Mechanisms:** The Industrial Disputes Act, 1947 provides mechanisms for the resolution of disputes arising from strikes, including conciliation, arbitration, and adjudication by labor authorities or tribunals. These mechanisms aim to facilitate negotiations between employers and workers and reach a mutually acceptable resolution to the dispute.

Overall, a strike under the Industrial Disputes Act, 1947 is a legally recognized form of industrial action taken by workers to assert their rights and interests in the workplace and to seek redressal of their grievances through collective action.

h) Discuss the meaning of Grievance?

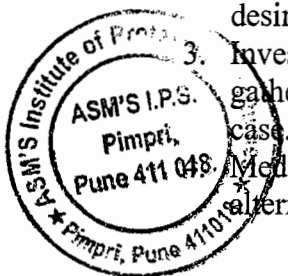
A grievance in the context of employment refers to any real or perceived injustice, dissatisfaction, or complaint that an employee has regarding their work, working conditions, or the treatment they receive in the workplace. Grievances can arise from a wide range of issues, including but not limited to:

1. Violations of employment contracts or agreements
2. Discrimination or harassment
3. Unfair treatment or favoritism
4. Unreasonable workloads or job assignments
5. Lack of opportunities for advancement or training
6. Unsafe working conditions
7. Disputes over wages, benefits, or working hours
8. Poor management practices or communication

It's important to note that grievances can be either individual or collective in nature. Individual grievances arise when a single employee feels aggrieved by a specific issue affecting them personally. Collective grievances, on the other hand, involve a group of employees who share a common concern or complaint.

Handling grievances effectively is crucial for maintaining positive employee relations and preventing conflicts from escalating into more serious disputes or legal actions. Employers typically establish formal grievance procedures or mechanisms to provide employees with a structured process for voicing their concerns and seeking resolution. These procedures often involve steps such as:

1. **Informal Resolution:** Encouraging employees to first attempt to resolve grievances informally by discussing the issue with their immediate supervisor or HR representative.
2. **Formal Grievance Procedure:** If the issue cannot be resolved informally, employees may be required to submit a formal written grievance detailing the nature of the complaint and the desired resolution.
3. **Investigation:** Employers typically conduct a thorough investigation into the grievance, gathering relevant information and interviewing relevant parties to determine the facts of the case.
4. **Mediation or Arbitration:** In some cases, employers may offer mediation or arbitration as alternative dispute resolution methods to help parties reach a mutually acceptable resolution.



5. Decision and Resolution: Following the investigation, employers make a decision on the grievance and communicate the outcome to the employee(s) involved. If the grievance is upheld, appropriate corrective actions or remedies may be implemented to address the issue.

By addressing grievances promptly, fairly, and effectively, employers can demonstrate their commitment to fostering a positive work environment and maintaining the trust and confidence of their employees.

## **Q. 2. Answer the following**

**[5\*3 =15 ]**

- 1) Elaborate the Constitution of Internal Complaints Committee and duties of Employer under Maternity Benefit Act,1961?

The Constitution of Internal Complaints Committee (ICC) and the duties of the employer under the Maternity Benefit Act, 1961 are crucial aspects of ensuring the welfare and protection of female employees in the workplace, particularly during pregnancy and motherhood. Let's delve into each of these aspects:

### **1. Constitution of Internal Complaints Committee (ICC):**

The Internal Complaints Committee (ICC) is a mandatory committee established by employers to address complaints of sexual harassment in the workplace, as mandated by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC is responsible for ensuring a safe and harassment-free work environment for female employees.

#### **Composition of ICC:**

- The ICC should be headed by a woman employed at a senior level in the organization.
- The committee should comprise at least half of its members as women.
- The ICC should include one external member from a non-governmental organization (NGO) or other relevant entity with experience in women's rights or social work.

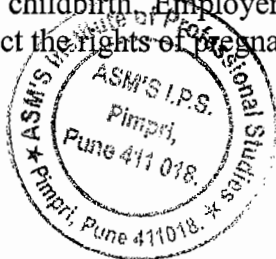
#### **Duties of ICC:**

- Receive and address complaints of sexual harassment from female employees.
- Conduct impartial and thorough investigations into complaints.
- Provide a fair and confidential process for complainants and respondents.
- Take appropriate action to prevent and address instances of sexual harassment.
- Submit an annual report to the employer and appropriate authorities detailing the complaints received and actions taken by the ICC.

### **2. Duties of Employer under the Maternity Benefit Act, 1961:**

The Maternity Benefit Act, 1961, is aimed at ensuring the health, safety, and welfare of women employees during pregnancy and childbirth. Employers have specific duties and responsibilities under this Act to support and protect the rights of pregnant and nursing mothers in the workplace.

#### **Key Duties of Employer:**



- **Maternity Leave:** The Act mandates that eligible female employees are entitled to maternity leave of up to 26 weeks for childbirth, with the option to extend it by another four weeks in certain cases.
- **Maternity Benefit:** Employers are required to pay maternity benefits to female employees during their maternity leave period. The benefit amount is based on the employee's average daily wage for the period of leave.
- **Prohibition of Work:** Pregnant women are prohibited from performing certain types of work that may be hazardous to their health or the health of their child. Employers must ensure compliance with these provisions and provide alternative work if necessary.
- **Notice of Pregnancy:** Female employees are required to provide notice to the employer of their pregnancy and expected date of delivery. Employers must take necessary measures to facilitate the maternity leave and benefits process.
- **Facilities:** Employers are required to provide facilities such as nursing breaks and creche facilities for nursing mothers, as prescribed by law.

Overall, the Constitution of Internal Complaints Committee and the duties of employers under the Maternity Benefit Act, 1961, are critical for promoting gender equality, protecting the rights of female employees, and creating a supportive and inclusive work environment. Compliance with these legal provisions is essential for employers to ensure the well-being and welfare of their female workforce.

## 2) Compare and Contrast the Dunlop's and The Social Action Approach.

Dunlop's and the Social Action Approach are two prominent perspectives in the field of industrial relations that offer different insights into understanding and analyzing workplace dynamics and labor relations. Let's compare and contrast these two approaches:

### 1. Dunlop's Systems Theory:

#### Comparison:

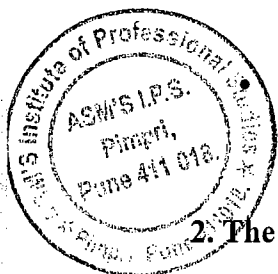
- **Systemic Approach:** Both Dunlop's and the Social Action Approach recognize the complex and interconnected nature of industrial relations within organizations.
- **Emphasis on Structure:** Dunlop's Systems Theory focuses on the structural elements of industrial relations, such as the role of institutions, laws, and regulations in shaping labor relations.

#### Contrast:

- **Macro-Level Focus:** Dunlop's approach primarily examines industrial relations at the macro level, emphasizing the broader institutional and systemic factors that influence labor relations.
- **Functional Perspective:** Dunlop's Systems Theory adopts a functionalist perspective, viewing industrial relations as a system designed to achieve certain goals and maintain stability within organizations and society.

**Emphasis on Conflict:** While Dunlop acknowledges the presence of conflict in industrial relations, his approach tends to downplay the role of conflict in favor of emphasizing the need for cooperation and coordination between labor and management.

### 2. The Social Action Approach:



### Comparison:

- **Recognition of Agency:** Both Dunlop's and the Social Action Approach recognize the importance of individual and collective agency in shaping labor relations. The Social Action Approach focuses on the actions and interactions of individuals and groups within organizations.
- **Micro-Level Analysis:** Like the Social Action Approach, Dunlop's Systems Theory acknowledges the significance of individual and group behavior in influencing industrial relations, but it tends to focus more on the macro-level institutional context.

### Contrast:

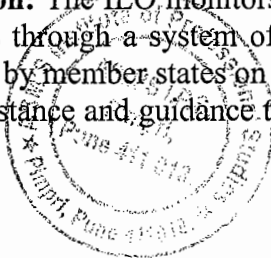
- **Micro-Level Focus:** The Social Action Approach primarily examines industrial relations at the micro level, emphasizing the role of individual actors, their perceptions, motivations, and interactions in shaping labor relations.
- **Conflict Perspective:** Unlike Dunlop's approach, the Social Action Approach adopts a more conflict-oriented perspective, highlighting the inherent tensions and power dynamics between labor and management and the role of conflict in driving change within organizations.
- **Subjectivity:** The Social Action Approach recognizes the subjective nature of human behavior and emphasizes the importance of understanding the diverse interests, values, and perspectives of individuals and groups involved in industrial relations.

In summary, while both Dunlop's Systems Theory and the Social Action Approach offer valuable insights into understanding industrial relations, they differ in their focus, level of analysis, perspective on conflict, and emphasis on structure versus agency. Dunlop's approach tends to emphasize the systemic and structural aspects of industrial relations, while the Social Action Approach focuses more on the micro-level interactions and dynamics between individuals and groups within organizations

### 3) Discuss the role played by the International Labour Organization (ILO).

The International Labour Organization (ILO) plays a significant role in promoting social justice and improving labor conditions worldwide. Established in 1919 as part of the Treaty of Versailles that ended World War I, the ILO is a specialized agency of the United Nations and is headquartered in Geneva, Switzerland. Its primary objectives are to promote decent work, protect workers' rights, enhance social dialogue, and foster international cooperation on labor-related issues. Here are some key roles played by the ILO:

1. **Setting International Labor Standards:** The ILO develops and promotes international labor standards through the adoption of conventions and recommendations. These standards cover a wide range of labor-related issues, including freedom of association, collective bargaining, forced labor, child labor, discrimination, occupational safety and health, and social security. Member states are encouraged to ratify and implement these standards to ensure the protection of workers' rights and promote decent work conditions.
2. **Monitoring and Supervision:** The ILO monitors the implementation of international labor standards by member states through a system of supervision and reporting. This involves reviewing reports submitted by member states on the implementation of ratified conventions and providing technical assistance and guidance to countries that require support in meeting their obligations.



3. **Technical Assistance and Capacity Building:** The ILO provides technical assistance and capacity-building support to member states, employers' organizations, and trade unions to strengthen labor institutions, improve labor laws and policies, enhance labor market governance, and promote decent work opportunities. This assistance is tailored to the specific needs and priorities of each country and contributes to sustainable development and poverty reduction.
4. **Promoting Social Dialogue:** The ILO promotes social dialogue as a means of resolving labor disputes, negotiating collective agreements, and shaping labor policies and legislation. It facilitates dialogue and cooperation between governments, employers, and workers' organizations at national, regional, and global levels to address labor-related challenges and promote consensus-building.
5. **Research and Policy Development:** The ILO conducts research and analysis on labor market trends, employment policies, labor rights issues, and other topics relevant to its mandate. It produces reports, publications, and statistical data to inform policymakers, employers, workers, and other stakeholders and supports evidence-based policymaking and advocacy efforts.
6. **Advocacy and Campaigns:** The ILO advocates for the promotion of decent work, the eradication of child labor, the elimination of forced labor and human trafficking, gender equality in the workplace, and other labor-related priorities through awareness-raising campaigns, advocacy initiatives, and partnerships with governments, civil society organizations, and the private sector.

Overall, the ILO plays a crucial role in advancing social justice, promoting decent work opportunities, and protecting the rights and well-being of workers worldwide. Its work contributes to the achievement of the United Nations Sustainable Development Goals (SDGs), particularly Goal 8 on decent work and economic growth, and reinforces the principles of social justice and human rights.



Roll No: 2325264 (1<sup>st</sup> year MBA)  
Subject: Employee Relations and Labour Legislation

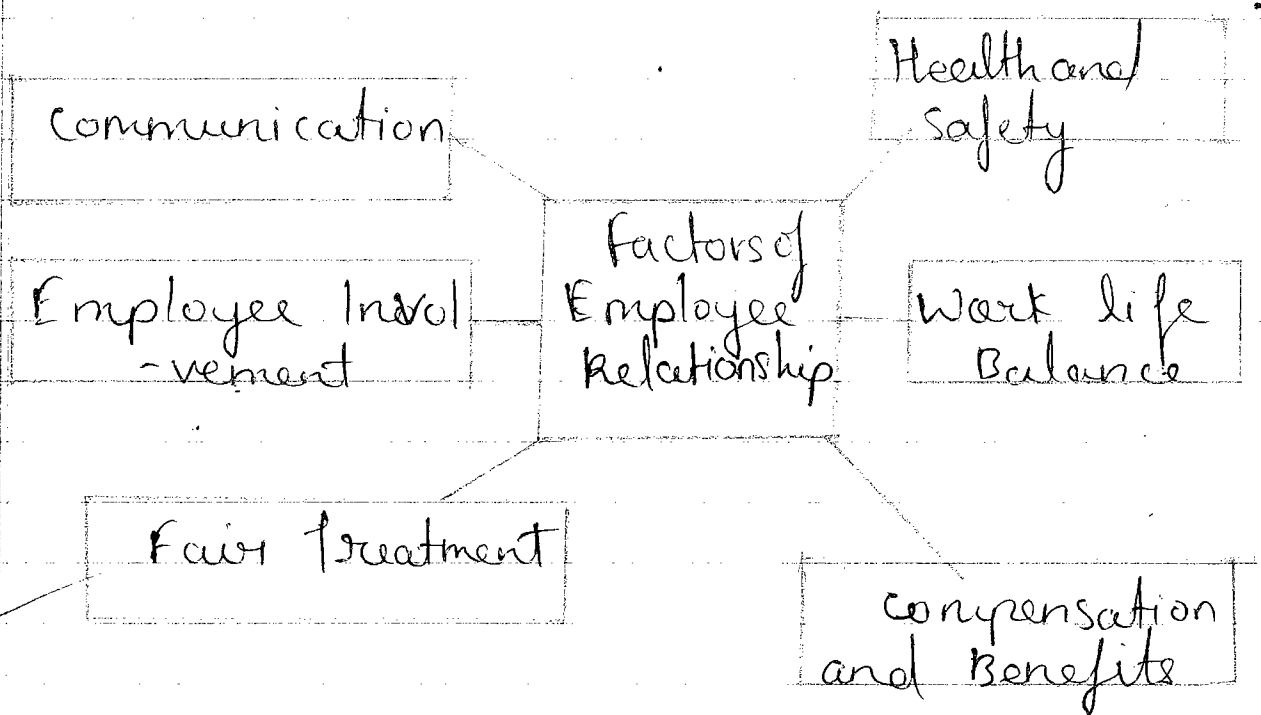
206 - CCE 1 - Home Assignment.

Q1. Answer the following:

a) Define Employee Relations and list down the factors of Employee relations.

Employee relations refers to the relationship between employers and employees within an organization, encompassing various aspects such as communication, conflict, resolution policies, and overall working condition.

factors influencing Employee Relationship include:



① Communication: Open, transparent communication between management and employee fosters trust and understanding. better communication leads to achieve goal.

- ② Employee Involvement : Involving employees in decision-making processes can increase their sense of ownership and commitment.
- ③ Fair Treatment : Ensuring fairness in policies, procedures and treatment of employees promotes a positive work environment.
- ④ Compensation and Benefits : Adequate compensation and benefits packages are crucial for employee satisfaction and motivation. Employee gives their best while performing any job related task.
- ⑤ Work-life Balance : Supporting employees in achieving a healthy balance between work and personal life contributes to their well-being and productivity.
- ⑥ Health and safety : providing a safe and healthy work environment is essential for employee well-being and compliance with regulations.



b) Enlist any five items taken into account for collective bargaining.



Basically there are different various types of issues taken into consideration while performing collective bargaining. The five out of them are as follows:

- ① Wages and benefits: Negotiations often focus on salary increases, bonuses, healthcare coverage, retirement plans, and other financial incentives.
- ② Working hours: Agreements may address regular work hours, overtime pay rates, breaks, and scheduling arrangements.
- ③ Workplace conditions: This includes safety regulations, equipment maintenance, cleanliness standards, and any other factors affecting the working environment.
- ④ Job security: Negotiations may involve discussions about lay offs, job classifications, promotions, and procedures for resolving disputes.
- ⑤ Grievance procedures: Establishing protocols for addressing employee grievances, resolving conflicts, and ensuring fair treatment in disciplinary actions is crucial in collective bargaining agreements.

c) Enlist different forms of workers participation in India.



The participation of workers in Management Bill 1990 was introduced in Rajya Sabha on May 30, 1990 to provide specific and meaningful participation of workers in management.

In India various forms of workers' participation include:

- ① Works Committee: These are joint committees consisting of representatives from both workers and management to discuss various issues related to work conditions, welfare and productivity.
- ② Joint Management Councils: These are similar to works committees but have broader functions and often involve high level management representatives.
- ③ Joint Consultative Bodies: These are formed to address specific issues or projects and involve consultation between workers and management.
- ④ Collective Bargaining: This involves negotiations between labor unions and employers regarding wages, working conditions, and other employment terms.

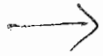
⑤ Workers' cooperatives : these are enterprises owned and operated by their employees, promoting worker participation in decision making and profit sharing.

⑥ Employee stock ownership plans (ESOPs): these schemes allow employees to own shares in the company, giving them a stake in its success and potentially influencing decision making.

These forms vary in their level of involvement and influence, but they all aim to incorporate workers' perspectives into decision-making processes within organizations.

Q. 4

What is strike under Industrial Disputes Act 1947?



The term strike is defined as an impulsive and mutual withdrawal of production by the labour force for a limited period of time. Workers unite and stop doing work in order to force the employer to fulfill their demand. Strike results from too many basic maladjustments, inequality, and economic turbulence.

According to C.W. Dooten; "Strikes are mere symptoms of more fundamental maladjustment, injustices and economic disturbances".

Causes of strikes.

Various causes of strikes are as follows:

- ① Victimisation of membership.
- ② Sympathetic strikes.
- ③ Trade union recognition.
- ④ Closed shop.
- ⑤ Dispute over long hours of work.
- ⑥ Demarcation, dismissals, suspension, lay-off.
- ⑦ Working arrangement and conditions.
- ⑧ Wage disputes (including bonus etc).
- ⑨ Internal union disputes.
- ⑩ Job insecurity.
- ⑪ Grievances.
- ⑫ Monotony.
- ⑬ unequal work loads.
- ⑭ Lack of bonus benefits.

Under the Industrial Disputes Act, 1947 a strike refers to the cessation of work by a group of workers as a form of protest or negotiation tactic to address grievances related to their employment conditions, wages, or other issues. It's legally recognized form of industrial action aimed at resolving disputes between employers and employees.

Right to strike is recognized globally Article 19(1) of the constitution of India 1949 guarantees the protection of certain freedoms as fundamental rights.

As per the Cambridge Dictionary, "strike is to refuse to continue working conditions, pay levels, or job losses" due to arguments with an employer.

Q1 Discuss the meaning of Grievance?

Grievance typically refers to a real or perceived injustice or complaint, often related to unfair treatment, discrimination or a violation of rights. It can be personal or collective, affecting individuals, groups, or communities. Grievances often arise from feelings of dissatisfaction or resentment and can lead to conflict if not addressed. Resolving grievances involves acknowledging and addressing fairness and harmony.

The importance of grievances lies in their ability to address issues within an organization or society. They provide a channel for individuals to voice concerns leading to potential resolutions, improved policies, and overall harmony. Unchecked grievances can fester, leading to discontent, reduced morale, and even conflict.

Therefore, addressing grievances promptly and effectively is crucial for maintaining a healthy and productive environment.

Q2. Answer the following.

1. Elaborate the constitution of Internal Complaints and duties of Employer under Maternity Benefit Act, 1961?



The constitution of Internal Complaints Committee (ICC) under the Maternity Benefit Act, 1961, typically involves appointing a 'chairperson', at least one member from a women's organization and others are necessary. The employer's duties include ensuring the ICC is formed, conducting regular meetings, providing necessary facilities, and addressing complaints promptly and fairly. They must also adhere to the Act's provisions regarding maternity benefits, such as maternity leave and medical benefits.

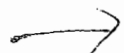
The duties of Employer under Maternity Benefit Act, 1961 are as follows:

- ① To ensure that all eligible woman employees are granted maternity leave as per the Act by maintaining proper record.
- ② To ensure that all eligible woman employees are paid maternity benefits as admissible under the Act and for that matter maintain Muster Roll in form A.

- ③ To maintain all form-F as and when submitted by any woman employee.
- ④ To submit all applications to the comp-  
-tent Authority having doubt regarding amount of benefit or entitlement.
- ⑤ To keep and make available the receipts where payments are made.
- ⑥ To maintain record regarding providing of break to eligible person as per sec 11 of the Act.
- ⑦ To display form-K in a conspicuous place.
- ⑧ To maintain Annual Returns in form L, M and N and to submit with due period.



24 Compare and contrast the Dunlop's and  
The Social Action Approach.



Dunlop's system theory approach and the social action approach are both perspectives in sociology, but they differ in their focus and assumptions.

Dunlop's system theory emphasizes the structural aspects of society, viewing it as a complex system with various interrelated parts. It highlights the role of institutions, such as the economy, politics and education, in shaping social phenomena. This approach sees society as relatively stable and emphasizes how change in one part of the system can affect other parts.

On the other hand, the social action approach focuses on individual agency and the subjective meanings people attach to their actions. It emphasizes the importance of understanding the intention and motivation of individuals in shaping social behaviour.

Unlike Dunlop's approach, which tends to view society as a system external to individuals, the social action approach sees society as constructed through individual interactions.

In summary, while Durkheim's systems theory emphasizes the structural aspects and interrelations within society, the social action approach highlights the importance of individual agency and subjective meanings in shaping social behaviour.

An instrument approach may be divided into as many as four approach segments: initial, intermediate, final, and missed approach.

3) Discuss the role played by the International Labour Organization (ILO).



The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity. It sets labour standards, develops policies, and provides technical assistance to improve working conditions and employment opportunity globally.

The International Labour Organization (ILO) plays several roles -

① Setting international labour standards: It establishes and promotes international labour standards through conventions and recommendations covering a wide range of labor-related issues, including employment, social protection, and working conditions.

② Promoting social justice: The ILO works to advance social justice by advocating for fair labor practices, decent working conditions, and equal opportunities for all workers, regardless of gender, race or other factors.

- ③ Providing technical assistance: it offers technical assistance to member states help them implement and enforce labor standards and policies effectively. The assistance may include capacity build, training programs, and policy advice.
- ④ Conducting research and analysis: The ILO conducts research and analysis on labor market trends, employment policies, or other relevant topics to provide evidence-based recommendations and support informed decision making by policy-makers, employers and workers.
- ⑤ Fostering dialogue and collaboration: it serves as a platform for dialogue and collaboration among governments, employers, organizations, and workers, to address labor related challenges and promotes consensus-based solutions.

Name - Sakshi G. Gamae

Class - MBA 1<sup>st</sup> year (2325149)

Subject - Employee Relations & Labour Legislation

Q. 1 Answer the following

a) Define Employee Relations and List down the factors of Employee relations.

Employee Relations :-

⇒ Employee Relations refers to the dynamic interplay between employers and employees within the organization, encompassing all aspects of their interaction, communication and dealings.

According to the prof. Dunlop,  
"Employee relations may be defined as the complex of inter-relations among workers, managers and government."

Factors of Employee Relations includes :-

- 1) Communication :- Effective communication channels and practices within organization, including feedback mechanism and open door policies.
- 2) Employee involvement :- Encouraging employees to participate in decision making processes.
- 3) Fair Treatment :- Ensure fairness & equity in policies, procedure and practices related to hiring, promotions, compensation, performance evaluation.

- 4) Work-life balance :- Supporting initiatives that promotes a healthy balance between work and personal life such as flexible work arrangements.
  - 5) Conflict Resolution :- Establishing mechanisms for resolving conflicts and disputes between employees, bet<sup>n</sup> employees and managers including mediation.
  - 6) Employee development :- Providing opportunities for training, skill development and continuous learning to enhance employee satisfaction.
- 

- b) Exist any five items taken into account for collective bargaining.
- ⇒ Collective bargaining typically involves negotiation between employees and labour union on various terms and conditions of employment.

Five items taken into account for collective bargaining include :-

1) Wages and Salaries :- Negotiating fair compensation rates for employees, including base pay, bonuses, overtime, etc.

2) Working hours :- Determine the standard work week, scheduling practices, overtime policies and premium pay.

3) Benefits :- Negotiating benefits such as health insurance, retirement plans, paid time off and other fringe benefits.

4) Workplace Conditions :- Addressing safety regulations, working conditions, workplace policies and provisions for job security.

5) Grievance Procedure :- Establishing procedures for resolving disputes bet<sup>n</sup> employees and management, including mediation in case of violation of collective bargaining agreement.

c) Enlist Different forms of Workers Participation in India.

⇒ In India, workers participation can take various forms, which are aimed at involving employees in decision making processes and fostering a collaborative work environment.

Some common forms of workers Participation in India includes :-

- 1) Collective Bargaining
- 2) Participation through staff or Works Council.
- 3) Joint Management Councils and Committees.
- 4) Board Representation.

- 5) Participation through complete control.
- 6) Participation through ownership.
- 7) Participation through job Enlargement and job enrichment.
- 8) Participation through Suggestion Schemes
- 9) Participation through Suggestion quality circles.

d) What is Strike under Industrial Disputes Act, 1947?

⇒ Under the Industrial Disputes Act, 1947, a strike is defined as the "Cessation of work by a body of workers employed in any industry acting in combination, or a concerted refusal, or a refusal under common understanding of any number of workers to continue to work or to accept employment." Essentially it's a collective action taken by employees to protest against workplace-related grievance, such as low wages, poor working conditions, unfair labour practices.

Strikes are regulated under the industrial dispute which outlines procedures and condition for conducting strikes legally including requirements for giving notice to the employer or appropriate labour authorities.



e) Discuss the meaning of Grievance?

⇒ Grievance :-

A grievance refers to any dissatisfaction or complaint that an employee has regarding their job, working conditions, or treatment in the workplace.

Grievance arise from various sources including perceived unfair treatment, violations of employment contract or policies, discrimination, harassment, safety concerns, workload issues, or disputes with management or coworkers.

The significance of grievance lies in their potential impact on employee moral and overall workplace harmony. When left unaddressed, grievances can escalate into larger conflicts.

Managing grievances effectively is essential for maintaining a positive work environment and fostering employee satisfaction.

Q. 2 Answer the following

1) Elaborate the constitution of Internal Complaints Committee and duties of Employer Under Maternity benefit Act, 1961?

⇒ The constitution of Internal Complaints Committee Under maternity benefit Act 1961, includes :-

① Chairperson :- A woman employed at a senior level in the organization.

② Members :- Minimum of two women employees as members.

③ External members :- One member from an association or NGO committed to the cause of women or per person families with the issues relating to sexual harassment.

• Duties of the Employer under the maternity benefit act, 1961, includes :-

① Informing Employees :- The employer must inform female employees about benefits available under the act.

- ⑪ Granting Maternity leave : Providing eligible female employees with maternity leave, which can extend upto 26 weeks
- ⑫ Payment During leave :- Ensuring that the female employee receives full wages during her maternity leave period.
- ⑬ Constitution of ICC :- Establishing an Internal complaints committee to address complaints of sexual harassment at workplace.
- ⑭ Maintaining Records :- Maintaining records of maternity benefits provided to employees.
- ⑮ Notices :- Displaying notices about the provisions of the Maternity benefit act in workplace in English.

---

2. > Compare and contrast the Dunlop's and the Social Action Approach.

=> Theoretical Foundation :-

• Dunlop's Approach :-

Rooted in system theory, Dunlop's model focuses on the interaction between various actors in the industrial relation systems.

## • Social Action Approach :-

• Derived from sociological theories, this approach emphasizes the agency of individuals and groups in shaping institutions.

## ② Focus :-

### • Dunlop's Approach -

Concentrated on the structure and functioning of the industrial relations system.

### • Social Action approach :-

Centers on understanding how individuals and groups engage in purposeful action to bring about social change.

## ③ Perspective on Conflict :-

### • Dunlop's Approach :-

Views conflict as inherent in industrial relations but also emphasizes the importance of institutions and mechanisms for resolving conflicts and maintaining stability.

### • Social Action Approach :-

Acknowledges conflict as a catalyst for social change and emphasizes the role of collective acting in challenging existing power dynamics and structure.

### ④ Approach to Change :-

- Dunlop's Approach :-

Advocates for incremental changes within the existing institutional framework often through negotiation, arbitration and collective bargaining.

- Social action approach -

Encourages transformative change by challenging oppressive system and advocating for structural reforms through activism, advocating and community organizing.

### 3) Discuss the role played by the international Labour organization.

→ Roles played by the international Labour organization are as followed :-

#### ① Acceptance of International Standards :-

Acceptance of international standards is the most phenomenal practice which is very common to several activities performed by ILO.

#### ② Creation of international standards of labour :-

Creating international standards for labour issues is a crucial and several social and labour issues is a crucial activities of ILO.

### c) Promotion of Employment :-

- ① Examining the effect of alternative development strategies for short and long term.
- ② Assisting the working of labour markets with the help of suitable procedure.

### d) Collection and distribution of information and publication :-

The data collected by ILO is globally considered as a reliable and authentic source of information. The function related to accumulation of data is affected and strengthened by research.

### e) Research and studies :-

Various studies and research particularly related to labour and social issues are accomplished on the basis of data and results published by ILO.

### f) Training :-

ILO provides the assistance of its professionals and experts to public and private trainers, governments and social partners in designing several programmes.

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20/25

NAME	Avantika Sunil Daundkar
STD	MBA First Year
SUBJECT	LEGISLATION CCEJ
SEMESTER	<u>II</u>
ROLL NO.	2325138





## Legislation CCE 1 HOME ASSIGNMENT

Q.1] Answers the following :-

a) Define Employee Relations and list down the factors of employee relations.

Ans :-

Employee relations refers to the interactions and relationships between employers and employees within an organization. It encompasses various aspects such as communication, conflicts resolution, employee rights, and organizational culture.

Factors that influence employee relations include :-

(1) Communication :-

Effective communication channels between management and employees are vital for fostering positive relations.

(2) Fairness and Equity :-

Employees expect fair treatment, equal opportunities, and just decision-making processes.

(3) Work Environment :-

A supportive and conducive work environment can enhance employee morale and satisfaction.

#### (4) Employee Benefits &

Competitive compensation, healthcare benefits and other perks contribute to positive employee relations.

#### (5) Employee Involvement &

Involving employees in decision-making processes and seeking their input can improve morale and commitment.

#### (6) Conflict Resolution &

Efficient mechanisms for resolving conflicts and addressing grievances promote harmony in the workplace.

#### (7) Leadership Style &

Leadership behaviours and style greatly influence the dynamics of employee relations.

#### (8) Organizational Culture &

The values, norms, and practices within an organization shape its employee relations.

(b) List any five items taken into account for collective Bargaining :-

Ans =>

(1) Wages and Benefits &

Negotiations often focus on salary increases, bonuses, health insurance, retirement plans, and other benefits.

(2) Working Conditions &

This can include steps such issues as hours of work, overtime pay, rest breaks, vacations time, and workplace safety measures.

(3) Job Security &

Discussions may involve provisions for lay-offs, seniority rights, recall rights, and protection against outsourcing or job displacement.

(4) Grievance Procedure :-

Establishing procedure for addressing disputes between employees and management such as disciplinary actions or unfair treatment.

5) Workplace policies &

Negotiating Policies related to discipline, promotions, transfers, training opportunities and other aspects of employment.

e] Enlist different forms of Workers participation in India.

Ans & (1) Trade Unions &

These are organizations formed by workers to protect their rights and interest through collective bargaining with employers. Trade unions negotiate wages, working conditions and other aspects of employment on behalf of their members.

(2) Works Committees &

These are joint committees consisting of representatives from both management and workers. They discuss issues related to working conditions, safety, welfare, and other matters affecting the workplace. Works committee facilitate communication and cooperation between management and workers.

(3) Joint Management Councils &

These are similar to works committee but have broader responsibilities, including discussing

(c) Enlist different forms of workers

(9) What is Strike under Industrial Disputes Act 1947?

Ans ⇒ Under the Industrial Disputes Act, 1947 a strike refers to the cessation of work by a body of workers to advance their demands or protest against certain actions of the employer. It can be either a concerted action or a collective withdrawal of labour by the workers.

Strikes are often regulated by labour laws and may require certain procedures to be followed, such as providing notices to the employer or obtaining permissions from relevant authorities in some cases. Certainly under the Industrial Disputes Act 1947 a strike occurs when a group of workers, usually represented by a labour union, collectively stop working as a form of protest or to push for their demands. This cessation of work can be temporary and is aimed at addressing grievances or disagreements with the employer regarding various issues such as wages, working conditions, or employment practices. Strikes are an important tool for workers to express their concerns and negotiate with employers. They are subjects to regulations and procedures outlined in labour laws to ensure fairness and minimize disruptions to productivity and public services.

and formulating policies related to production productivity, profitability and overall management of the organization. Joint management councils aim to promote collaboration and decision-making between management and workers.

#### ④ Employee Stock Ownership plans (ESOPs) \*

ESOPs allow employees to own shares in the company they work for. This gives them a financial stake in the company's performance and aligns their interests with those of shareholders. ESOPs can encourage employees to contribute more effectively to the company's success and can also serve as a form of worker participation.

#### ⑤ Employee Representation on Boards \*

In some cases, workers may have representation on the company's boards of directors. This enables them to provide input on strategic decision-making issues and other matters affecting the organization. Employee representation on boards ensures that workers' perspectives are taken into account in high-level decision-making processes.

Q.2] Compare and Contrast the Dunlop's and the Social Action Approach.

Ans ⇒ The Dunlop approach and the social action approach are two distinct perspectives within the field of sociology, particularly concerning the study of labour relations and social movements. Here's comparison and contrast between it:

- ① It seems like there might be a typo in your question. Assuming you're referring to "Dunlop's approach," it's likely you're referring to John Dunlop, a prominent scholar in industrial relations.
- ② Dunlop's approach focuses on the systematic study of the employment relationships within the context of the broader social approach.
- ③ The social action approach, on the other hand, is a sociological perspective that focuses on understanding human behaviour by it.
- ④ Developed by John Dunlop, this approach focuses on the structural aspects of labour relations, particularly in industrial settings.
- ⑤ It emphasizes the roles of different actors such as employers, employees, and government institutions, and how they interact within the framework of the labour market.

(8)

Inquiry &

The Committee conducts inquiries into the complaints received in a fair and impartial manner ensuring confidentiality.

3)

Duties of Employees under the Maternity Benefits Act 1961 &

(a)

Employees are required to inform their employer in writing about their pregnancy and the expected date of delivery.

(b)

They should avail maternity leave as provided in the act, which is typically for a duration of 26 weeks.

Overall the Constitution of an Internal Complaints Committee and the adherence to the Maternity Benefits Act are crucial for ensuring the well-being the rights of pregnant employees in the workplace.



Q.2] Answer the following:

(1) Elaborate the Constitution of Internal Complaints Committee and duties of Employee under Maternity Benefits Act 1961?

Ans. ⇒ The Internal Complaints Committee (ICC) under the Maternity Benefits Act, 1961 is tasked with handling complaints related to maternity benefit and ensuring a safe and conducive work environment for pregnant employees.

1) Constitution of ICC:

- The ICC is typically composed of both male and female members, including:

(a) A presiding officer who is a ty at a senior level within the organization.

(b) At least one woman employee who is committed to women's issues or has experience in social work or legal knowledge.

2) Duties of the Internal Complaints Committee:-

(a) Receiving Complaints:

The ICC is responsible for receiving complaints related to maternity benefits and sexual harassment at the workplace.

(h) Discuss the meaning of Grievance?

Ans ⇒

A grievance typically refers to a real or perceived injustice or complaints, often related to mistreatment, unfairness, or violation of rights. It can range from personal grievance in interpersonal relationships to collective grievances within organizations or societies.

Grievances often stem from a sense of dissatisfaction or feeling wronged and may lead to conflict or the pursuit of resolution through formal or informal channels.

Acknowledge and addressing grievance is essential for fostering fairness, trust, and harmony in various contexts.

Certainly! Think of a grievance as a deep-seated feeling of unfairness or dissatisfaction. Someone experiences due to a perceived injury or unfair treatment. It's like a complaint about something that feels wrong or unfair. For example, if someone feels they were unfairly passed over for a promotion at work, they might have a grievance against their employer. Grievances can arise in various situations where someone feels they've been wronged, and they often lead to efforts to address or resolve the underlying issues.

⑥ Both approaches are concerned with understanding social phenomena, but they operated at different levels of analysis:

Dunlop focuses on structures and institutions, while social action focuses on individual and group behaviours.

⑦ Both approaches contribute to a comprehensive understanding of labour relations and social movements, offering complementary insights into different aspects of these complex phenomenon.

3

Discuss the role played by the International Labour Organization (ILO)

⇒

The International Labour Organization (ILO) plays a crucial role in promoting social justice and internationally recognized labour rights. It sets international labour standards, promotes decent work opportunities, enhances social protection, and strengthens dialogue on work-related issues. The ILO addresses a wide range of topics, including labour rights, employment, social protection, and workplace safety.



Name :- Aditi Ajay Bodakhe  
Roll No :- 2325125  
Subject :- Employee Relations and Labour Legislation.

---

Que 1)

a) Define employee relations and list down factors of employee relations.

Ans :-

Employee Relations :-

Employee relations refer to an organisation's efforts to create and maintain a positive relationship with its employees, by maintaining positive, constructive employee relations, organisations hope to keep employees loyal and more engaged in their work.

Factors :-

① Economic factor :-

The structure of economy determines the economic factors. The character and composition of workforce, demand and supply of labour, and the association of labour would determine the economic position of workforce.

(ii) Institutional factors :-

Government policy, labour laws, working of labour courts / industrial tribunals, labour unions and employee organisations are the institutional factors.

(iii) Global factors :-

The factors include global differences, international relations, etc.

(iv) Organisational factors :-

These factors consist of management cycle existing in the organisation; its perspective, organisational environment, etc.

b) Enlist any five items taken into account for collective bargaining

Ans :-

- (i) Wages and benefits.
- (ii) Working hours.
- (iii) Working conditions.
- (iv) Job security.
- (v) Workplace policies.

c) Enlist different forms of workers Participation in India.

Ans →

- (i) Collective Bargaining
  - (ii) Participation through Staff or Works Council.
  - (iii) Joint management Councils and Committees
  - (iv) Board Representation.
  - (v) Participation through Complete Control.
  - (vi) Participation through Ownership.
  - (vii) Participation through job enlargement and job enrichment.
  - (viii) Participation through suggestion Schemes.
  - (ix) Participation through quality circles.
- 

d) What is strike under Industrial Disputes Act, 1947?

Ans →

- 1) Under the Industrial Disputes Act, 1947, a strike refers to the cessation of work by a body of workers to address a grievance or dispute with their employer.
  - 2) This could be related to wages, working conditions or other labour related issues.
-

e) Discuss the meaning of Grievance  
 Ans →

A grievance is a formal complaint or resentment about something believed to be unfair and unjust, often related to workplace issues, policies, treatment or conditions. It can also refer to any feelings of distress or dissatisfaction about a situation.

---

Que 2).

1) Elaborate the constitution of Internal Complaints Committee and duties of Employer under Maternity Benefit Act, 1961?

Ans →

The constitution of Internal Complaints Committee under Maternity Benefit Act 1961, includes :-

(i) Chairperson :- A woman employed at a senior level in the organization

(ii) Members :- Minimum of two women employees as members

(iii) External Member :- One member from an NGO or association committed to the cause of woman or person families



with the issues relating to sexual harassment.

• Duties of the employer under the Maternity Benefit Act, 1961, includes :-

- (i) Informing Employees :- The employer must inform female employees about the benefits available under the Act.
  - (ii) Granting Maternity leave :- Providing eligible female employees with maternity leave, which can extend upto 26 weeks.
  - (iii) Payment during leave :- Ensuring that the female employee receives full wages during her maternity leave period.
  - (iv) Constitution of ICC :- Establishing an Internal Complaints Committee to address complaints of sexual harassment at workplace.
  - (v) Maintaining Records :- Maintaining records of maternity benefits provided to employees.
  - (vi) Notices :- Displaying notices about the provisions of the Maternity Benefit Act in workplace in English.
-

b) Compare and Contrast the Dunlop's and The Social Action approach.

Ans →

~~Dunlop's~~

① Theoretical Foundation :-

• Dunlop's Approach :-

Rooted in systems theory, Dunlop's model focuses on the interaction between various actors in the industrial relation system.

• Social action approach :-

Derived from sociological theories, this approach emphasizes the agency of individuals and groups in shaping institutions.

② Focus :-

• Dunlop's Approach :-

Concentrates on the structure and functioning of the industrial relations system.

• Social action approach :-

Centers on understanding how individuals and groups engage in purposeful action to bring about social change.

### ③ Perspective on conflict :-

- Dunlop's Approach :-  
views conflict as inherent in industrial relations but also emphasizes the importance of institutions and mechanisms for resolving conflicts and maintaining stability.

- Social action approach :-

Acknowledges conflict as a catalyst for social change and emphasizes the role of collective action in challenging existing power dynamics and structures.

### ④ Approach to change :-

- Dunlop's Approach :-

Advocates for incremental changes within the existing institutional framework often through negotiation, arbitration and collective bargaining.

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Encourages transformative change by challenging oppressive systems and advocating for structural reforms through activism, advocacy and community organizing.

---

e) Discuss the role played by the International Labour Organization

Ans #

Roles played by International Labour Organization are as follows :-

(i) Acceptance of International Standards :-

Acceptance of international standards is the most phenomenal practise which is very common to several activities performed by ILO.

(ii) Creation of International Standards - Labour :-

Creating international standards for labour on several social and labour issues is a crucial activity of ILO.

(iii) Promotion of Employment :-

a) Examining the effect of alternative development strategies for short and long term.

b) Assisting the working of labour markets with the help of suitable procedures.

c) Eradication of biasness against certain group and shielding mainly the susceptible group.

#### (iv) Collection and Distribution of Information and Publication :-

The data collected by ILO is globally considered as a reliable and authentic source of information. The functioning related to the accumulation of data is affected and strengthened by research.

#### (v) Research and Studies :-

Various studies and research particularly related to labour and social issues are accomplished on the basis of data and results published by ILO.

#### (vi) Training :-

ILO provides the assistance of its professionals and experts to public and private trainers, governments and social partners in designing several programs.

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ASM's  
INSTITUTE OF PROFESSIONAL STUDIES

Academic Year-2023-24  
Result Sheet- CCE 1 (Home Assignment)

MBA -Year SEM- II

Div : A/B/C

Subject Name:206 HRM- Employee Relations and Labour Legislations

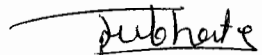
Subject Teacher: Mrs. Isha Upendra Bhate

Maximum marks: 25

Roll No.	Name of Student	Marks
2325104	BHANDARE SAYBANNA YALLAPPA	18
2325107	BALE BHUSHAN SANJAY	17
2325109	BALWADE RUCHIKA ARJUN	18
2325119	BHISE RITIKA SANJAY	20
2325125	BODAKHE ADITI AJAYRAO	22
2325126	BOHRA SALONI DHARMENDRASINGH	21
2325131	CHAVAN GAURI KISHOR	18
2325138	DAUNDKAR AVANTIKA SUNIL	20
2325141	DHORE ATHARV GANESH	19
2325149	GAME SAKSHI GAJANAN	21
2325152	GAWADE RASIKA RAVINDRA	17
2325157	GHANATE AMOL SURESH	22
2325165	HULJUTE NEHA SANJAY	21
2325207	JAMBHALE VIVEK PRADIP	18
2325208	KADAM ATHARVA SUDHIR	21
2325224	KENDE KAVERI BALU	19
2325225	KHADTARE KOMAL SANJAY	19
2325229	KHILARE SNEHAL NANDU	20
2325243	MAHAJAN DEVYANI SACHIN	21
2325252	MOHITE JAYSHREE KRISHNAJI	19
2325258	MORE POOJA PRAKASH	20
2325263	NAIR ANJALI KRISHNAKUMAR	19
2325264	NAKATE SHRADHA NANDKISHOR	22
2325311	PAWAR SIDDHI SACHIN	18
2325329	SHINDE AKSHADA ASHOK	17
2325333	SHIRSATH UTKARSHA UDDHAV	18
2325336	SIDDIQUI HASNAIN SHABIHUL HASAN	21
2325345	SONAWANE SHITAL JAGDISH	18
2325349	SURYAVANSHI NIKITA VISHNU	20
2325361	WAKCHAURE KUNAL VILAS	19
2325366	YADAV HIMANSHI SUDHAKAR	20

Date of Display of result: 7/2/24

Date of confirmation of result: 10/2/24

  
Isha Upendra Bhate  
Name and Sign of Subject Teacher

