**NMIMS**

**Industrial relations**

**Internal Assignment for June 2020 Examination**

**1. Bali has joined Martek Metals in personnel department. His primary KRA is employee engagement, so he wants to start some sustainable initiatives rather than only celebratory events like birthday parties or picnics. He wants to suggest some activities towards workers’ participation in the next management meetings and wants to make presentations with specifics. Let us list down and elaborate on various forms of workers’ participation for Bali**.

**Answer**: Workers’ participation in management decisions meets the psychological needs of the workers and bridges the gap between management and the workers. Their participation enables them to shape industrial relationships. Work committees with equal representation of employers and employees encourage workers’ participation. Their participation improves organisational communication, enhances employee commitment, and increases productivity. One form of workers’ participation is ‘self-management’. Here, the workers manage the industry through workers’ councils and management boards. Workers’ councils take decisions regarding investments and achievement of economic goals. The management boards prepare monthly operative plans and resolve issues related to discipline, wages, promotions, and welfare schemes.

The participation of employees in organisational decision-making is now being encouraged by everyone involved in

**2. Mr. Natekar is a veteran teacher in Labour legislation. He holds long years of experience in the field of labour law. He has been invited to deliver a seminar at an international business school. The class is a mix of Indian and Foreign students hoping to pursue their careers in ‘Management in Law’. Mr. Natekar decides to cover the topic of ILO to suit the crowd. He decides to cover the ‘Topics of interest for ILO’. What points must he include in the information about above topic. Please elaborate your answer well.**

**Answer**: The term Employee Relations refers to the relations between employers and their employees. Every country has laws which regulate employee relations. India is a country which complies with the International Labour Organisation (ILO) standards and has laws which ensure the welfare of employees. In India the power is distributed between the union governments and the state governments. Legislations regarding certain issues can be formed or

amended by both the union government and the state government. Such issues are called concurrent subjects. Labour is a concurrent subject. So both central and state governments enforce laws regulating labour. Legislations regulating employee relations play a major role in the overall progress and economic development of the country. These legislations are amended from time to time according to the changing circumstances and environment

**3. Kamal Kumar is a labour officer with Kamte automobiles. The company is currently facing a set back due to a strike at one of their manufacturing plants. Kamal Kumar suggests collective bargaining for resolving the issue. Please answer following questions in light of this case.**

**a. The company arranges for a press conference to announce their decision of collective bargaining and Kamal Kumar needs to educate the press about 5 phases of collective bargaining. Please elaborate the points for Kamal Kumar**

**b. Kamal Kumar also meets the union leaders and talks to them about the bargaining power to boost their energies and gain readiness from them to participate readily. He mentions three points which would increase the bargaining power of the workers. Which three points must he have mentioned?**

**Answer**: a) Collective bargaining is a process employed in grievance handling and is recognised by employers. In collective bargaining, union representatives hold discussions with the employers and reach an agreement on employee rights and duties. Unions are popular at collective bargaining. Collective bargaining serves a dual purpose; it provides an approach to determine the wages and conditions of work for a group of workers covered by the agreement, through free and voluntary negotiations between the two independent parties concerned in the organisation. It also facilitates the employers and workers to define by agreement the rules governing Its half solved sample only

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