**Industrial Relations & Labour Laws**

**June 2022 Examination**

# **Q1. ‘There have been many complaints from employees at Amazon's fulfillment centers. Workers complain that they are given rigorous tasks in the warehouses’. Explain in your words. (10 Marks)**

## 

## **Ans 1.**

## **Introduction**

Amazon warehouse employees inside the Alabama city of Bessemer determined closing week to keep away from unionizing with the Retail, Wholesale, and branch store Union (RWDSU). It became a devastating defeat too hard, work supporters hoping that unionization in the region might spark a wave of elections a number of the greater than 500,000 Amazon warehouse employees inside the united states, with a vote of 738 employees in choose of 1,798. But, it was a hit in bringing most people's notice of the issues that prompted Amazon employees to begin Its Half solved only

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## **Q2. What are the common employee relations challenges faced by employers today? Suggest how the employer can manage them? (10 Marks)**

## **Ans 2.**

## **Introduction**

Relations between employers and workers are not the only matters that cross under the umbrella phrase "employee relations". It is a period used to describe an organization's attempts to construct and maintain robust relationships with those who work there. One-third of respondents to a Harvard business review (HBR) survey said they agree that a company's capability to hold and encourage its employees is vital to its essential fulfilment. HR departments at a few

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## **Q3. The Industrial Disputes Act, 1947 extended to the whole of India and regulated Indian labour law so far as that concerns trade unions as well as Individual workman employed in any Industry within the territory of Indian mainland. Enacted on 11 March 1947 and It came into force 1 April 1947. Explain the following:**

## **a. Salient features of Industrial Disputes Act 1947. (5 Marks)**

## **Ans 3a.**

## **Introduction**

The economic jurisprudence area of regulation grew in the United States and other nations over the 18th–20th centuries. Essential attention of industrial law is on human family members' troubles rising from the significant growth in manufacturing systems that took place because of

**b. Grievance settlement machinery under Industrial Disputes Act. (5 Marks)**

**Ans 3b.**

**Introduction**

The industrial Disputes Act has installed regional mechanisms for resolving disagreements. All of them are a part of the conciliation technique: a Conciliation Officer and a Conciliation Board. Below, section 11 of the Act states all of those offices, forums, and tribunals. The top essential gear for resolving workplace disputes encompass Conciliation, Courts of Inquiry, Arbitration