

NMIMS Centre for Distance and Online Education (NCDOE)

Course: Industrial Relations & Labour Laws

Internal Assignment Applicable for Jun 2026 Examination

Assignment Marks: 30

Instructions

- *All Questions carry equal marks*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed*
- *Students should follow the following parameter for answering the assignment questions*

For Theoretical Answer	
Assessment Parameter	Weightage
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

For Numerical Answer	
Assessment Parameter	Weightage
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

PLEASE NOTE: This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

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Q1 An Indian textile company employing over 300 workers is facing an industrial dispute after announcing layoffs due to declining sales. The workers, represented by a trade union, claim the layoffs violate their rights under the Industrial Disputes Act, 1947. The management argues that the layoffs are necessary for business survival. The local labour court has summoned both parties for conciliation, and the company must demonstrate adherence to labour legislation and the principles of social justice. Given the scenario, how should the company apply relevant labour laws and the principle of social justice to resolve the dispute and ensure compliance while maintaining operational efficiency?

(10 Marks)

Q2 A major industrial dispute has erupted in a conglomerate with operations across several states. The dispute involves issues of retrenchment, wage rationalization, and alleged unfair dismissals, affecting thousands of workers. The case has escalated through Labour Courts and Industrial Tribunals, and is now before the National Tribunal due to its national significance. Stakeholders are divided on whether the current adjudication system delivers timely and just outcomes. Evaluate the effectiveness of the three-tier adjudication machinery (Labour Courts, Industrial Tribunals, National Tribunals) in resolving complex industrial disputes involving multiple states and national interest. Critically assess the strengths and limitations of this system and recommend justified reforms to enhance its efficiency and fairness.

(10 Marks)

Q3 (A) A mid-sized textile company has suffered significant production losses due to prolonged industrial disputes, with existing conciliation and adjudication processes proving slow and adversarial. Both management and workers are open to new approaches that can resolve conflicts quickly, fairly, and with minimal disruption, but are wary of abandoning established legal protections. Design an innovative dispute resolution mechanism for industrial disputes that minimizes production losses .

(5 Marks)

Q3 (B) A rapidly growing technology firm employs a mix of permanent staff, contract

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workers, and freelancers. The company wants to foster a culture of inclusivity and shared decision-making, but faces challenges in implementing traditional worker participation schemes due to its dynamic structure. Management is open to new ideas but is wary of slowing down decision-making processes, while employees seek greater voice in workplace policies and practices. Devise an innovative model for worker participation in management for a technology firm .

(5 Marks)
