

organisation



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Short Description organisation

Description

organisation CAST STUDY solution

Read the case given below and answer the questions given at the end :

In some companies where employees' children are given preference in employment, a distinct work culture develops. Since among the employees, second or third generation people are found working, they develop a sense of commitment and loyalty to the organisation. Not that there are no grievances of workers, or differences between the management and the recognised trade union, but there are well established and mutually acceptable systems and procedures to settle such matters through negotiation. One such company is Calcutta Steels Ltd. which employs 300 persons including over 250 in the workers' category. This company traditionally gives permanent employment subject to suitability, to one relative like son, daughter, or son-in-law of an employee who retires after twenty years' service. An employee can get the name of his relation registered for employment after completing fifteen years' of service. The management, however, is very rigid about verification of relationship of the 'nominee' for employment. Taking advantage of large-scale unemployment, some employees in the past tried MS-28 2 to get other persons registered for employment claiming them as their relatives, in return for

some money. A few cases of such fraudulent attempts were detected, and as a consequence, those employees were debarred from this facility and warned. On May 25, 1993 Chandu, T. No. 205, chargeman applied to the Personnel Officer to register the name of his son Bimal, aged 20 years for employment in the company. On June 1, 1993, he was called along with his son by the Personnel Officer for completion of registration formalities. During the verification of school certificate of Bimal to ascertain his date of birth, it transpired that his real name was Bimal Kumar Mishra, son of Radhakant Mishra. On checking up the personal file of Chandu, it was found that on October 14, 1972, he was registered for employment on the application of Radhika, Ex. T. No. 035 who claimed Chandu to be her son-in-law, married to her daughter Kulwati. Chandu also gave a statement to this effect. As per the Company's Certified Standing Order No. 17 (v) "Giving of false information of any kind either at the time of employment or thereafter, for securing any privilege from the company" is a misconduct.

Questions :

- (a) Advise the Works Manager as to the principles of natural justice to be followed in a domestic enquiry.**
- (b) Draft a charge sheet to be issued to the employee concerned for his misconduct.**

Details

- 1. Case study solved answers**
- 2. pdf/word in 24-48 hrs**
- 3. Fully Solved with answers**