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APR-MAY

M. B. A. (Fourth Semester) Examination, 2020

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(Management Branch)

(New Scheme)

INDUSTRIAL RELATIONS

(Elective-I)

Time Allowed : Three hours

Maximum Marks : 80

Minimum Pass Marks : 32

Instructions : Part (a) in each question is compulsory and it carries 6 marks each. Attempt any one from Part (b) and (c) in each questions. It carries 10 marks each.

Unit-I

1. (a) Define the term "Industrial Relations". Discuss its nature and scope.

- (b) Describe various approaches of Industrial Relations?
How can we develop sound Industrial Relations?
Illustrate with an example.
- (c) Write a note on Labour Laws. What impact does it have on socio economic environment of a country?

Unit-II

- 2. (a) What is Worker's Participation of Management?
Discuss the forms of WPM?
- (b) What is the necessary condition to build effective WPM? Write consequences of implementing WPM in the organization.
- (c) Write an explanatory note on Collective Bargaining.
Support your answer with suitable example.

Unit-III

- 3. (a) Explain the term Grievance? What can be the causes of grievances in an organization?
- (b) Why it is important to have a grievance handling procedure? What are different steps in grievance handling procedure?

- (c) What do you understand by Disciplinary procedures?
Explain the objective of labour and social legislation.

Unit-IV

4. (a) "Most employee benefits are provided at the employer's discretion; others are required by law and is mandatory". Explain.
- (b) Write a note on Factories Act (1948).
- (c) Explain (any **two**)
- (i) Employee State Insurance Act
 - (ii) Payment of Gratuity Act
 - (iii) Child Labour Abolition Act

Unit- V

5. (a) Explain Employee State Insurance Act. Briefly provide its provisions.
- (b) What are the types of Trade Union? Describe the problems and functions of Trade Union.
- (c) Write an essay on Industrial Dispute and its settlement.