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

**April-May 2021**

**(New Scheme)**

**(Management Branch)**

**(Specialization : Human Resource Management)**

**INDUSTRIAL RELATIONS (New)**

***Time Allowed : Three hours***

***Maximum Marks : 80***

***Minimum Pass Marks : 32***

***Note : Attempt all questions. All questions carry equal marks.***

**Unit-I**

1. Discuss the concept of Industrial Relation. Why are cordial relations between management and worker are significant?

16

[ 2 ]

Or

- (a) Examine the impact of industrialization on labour in India. 8
- (b) Discuss the system approach to Industrial Relation. 8

**Unit-II**

2. Discuss the various methods by which labour is associated with the management of Industrial Enterprises. What role has joint consultation to play in this regard. 16

Or

Why Collective Bargaining important? Explain the essentials of successful collective bargaining. 16

**Unit-III**

3. Briefly discuss the various aspect of discipline. What are the principles of industrial discipline? 16

Or

When does a grievance arise in an industrial establishment? Suggest suitable steps to handle grievances successfully. 16

[ 3 ]

**Unit-IV**

4. What provisions have been made by the Factories Act, 1948 for the health and safety of workers? 16

Or

- (a) What are the powers and duties of the medical benefit council? 8
- (b) Define the following terms under the Payment of Gratuity Act, 1972. 8

**Unit-V**

5. What are the causes of Industrial Disputes in India? Discuss the various economic causes of Industrial Disputes. 16

Or

Write short notes on :

- (a) Employment Standing Order Act 8
- (b) Statutory obligations and rights of registered trade union. 8