

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7122

Roll No.

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MBA
(SEMESTER-III) THEORY EXAMINATION, 2012-13
INDUSTRIAL RELATIONS & LABOUR ENACTMENTS

Time : 3 Hours]

[Total Marks : 100

Section – A

1. Attempt following questions with reasons : 2 × 10
- (a) Define trade union.
 - (b) What do you understand by unfair labour practices ?
 - (c) What is collective bargaining ?
 - (d) What do you understand by voluntary arbitration ?
 - (e) Define industrial dispute.
 - (f) Define gratuity.
 - (g) Distinguish between lay-off and lock-out.
 - (h) Briefly explain the need to form trade unions.
 - (i) What are the objectives of IR ?
 - (j) Define closure.

Section – B

2. Answer any **three** of the following questions : 10 × 3
- (a) Write about the objectives and functions of trade unions.
 - (b) Briefly elaborate on the concept of retrenchment.
 - (c) Briefly discuss the pre-requisites for collective bargaining.
 - (d) Discuss the nature and concept of discharge.
 - (e) Write a note on the national commission on labour and industrial relations law.

Section – C

Answer the following questions :

10 × 5

3. Elaborate on the subject matter of industrial dispute. Also discuss the main features of Industrial Disputes Act, 1947.

OR

Elaborate on the grievance handling procedure.

4. Discuss the international dimensions of IR. Also elaborate on the integrative approaches to HRM.

OR

Discuss the provisions related to hazardous processes under Factories Act.

5. Discuss the management approaches towards the relationship between human resource management and IR.

OR

Discuss the scope and provisions of Employees' State Insurance Act.

6. Elaborate on the changes in IR-Employment issues that are caused by technology.

OR

Discuss the major provisions of Payment of Gratuity Act or Payment of Wages Act.

7. Elaborate on the origin and growth of trade unions. Discuss the problems of these unions.

OR

“The process of industrial relations is dynamic and socio-economic. It is not the cause but an effect of social, political and economic forces.” Comment. Elaborate on the concept and nature of industrial relations.