



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

PAPER ID : 270372

Roll No.

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M. B. A.

(SEM. III) (ODD SEM.) THEORY
EXAMINATION, 2014-15
**INDUSTRIAL RELATIONS AND
LABOUR ENACTMENTS**

Time : 3 Hours]

[Total Marks : 100

Note : Attempt all questions.

1. Attempt any two parts of the following : **10×2=20**

- (a) Present the salient features of Industrial relations in India. Also discuss the role of the State in maintaining Industrial Relations in India.
- (b) Discuss the Structure and objectives of International Labour Organization (ILO). Discuss the impact of ILO on the Indian Labour.
- (c) Give a brief description of the development of IR in India. How has globalization and technological changes affected IR in India?

2. Attempt any **two** parts of the following : **10×2=20**
- (a) Describe briefly how trade unions are registered and the rights of the registered trade union. Also mention some of the problems of trade unions in India.
 - (b) Explain the phases in the growth of Trade unions in India. Describe the structure and objectives of any two major trade union organizations in India.
 - (c) Explain the role of Trade Unions in collective bargaining.
3. Attempt any **two** parts of the following : **10×2=20**
- (a) Define 'Industrial Discipline' and explain the various approaches and principles for maintaining discipline in Industry.
 - (b) Define Absenteeism. What are the various forms of absenteeism ? Suggest ways to reduce absenteeism in the industries.
 - (c) What are the various forms of worker's participation in India ? What are conditions necessary for effective working of participation schemes in industry.
4. Attempt any **two** parts of the following : **10×2=20**
- (a) How has the globalization and technological changes affected industrial relations in India ? Discuss the possible responses to the changes from the perspectives of each of the main players of the industrial relations.

- (b) Bring out the differences in focus, perspective and strategy between Human Resource Management and IR.
- (c) Discuss the key international dimensions of Industrial Relations with suitable examples.

5. Attempt any **two** parts of the following : **10×2=20**
- (a) Define "Industrial Disputes". Also explain various types of Industrial Disputes and their major causes.
 - (b) Discuss the need for Wage Legislations. Elaborate the coverage and important provisions of The Payment of Wages Act, 1936.
 - (c) Discuss the scope, applicability and coverage of the Employee's State Insurance Act, 1948.