

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

Paper ID : 2289862

Roll No.

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## MBA

Regular Theory Examination (Odd Sem-III) 2016-17

### INDUSTRIAL RELATIONS AND LABOUR ENACTMENTS

Time : 3 Hours

Max. Marks : 100

#### SECTION - A

(10×2=20)

1. Attempt all questions. All questions carry equal marks. Write answer of each question in short.
  - a. Define industrial relations.
  - b. What is ILO?
  - c. What is compensation?
  - d. What is gratuity?
  - e. Define participative management.
  - f. Define collective bargaining.
  - g. What is absenteeism?
  - h. What do you mean by industrial peace?

- i. Define labour turnover.
- j. What is technological change in IR?

**SECTION - B** (5×10=50)

**2. Answer any Five questions from this section.**

- a. "Industrial relations are as old as industry itself". Discuss this statement and bring out clearly the nature and scope of industrial relations in the present industrial setup.
- b. Write an essay on the impact of technological advancements in shaping Human Resource Management more competitive.
- c. Explain the Management approaches and Integrative approaches to HRM. What are the international dimensions of industrial relations?
- d. Discuss the importance of collective bargaining as a method of regulating relations between employers and employees. What are the pre - requisites to make it successful?
- e. "In the highest form of discipline, all are self - regulated and all are free." Discuss this statement and enumerate the measures that are necessary for the maintenance of discipline in an industrial organisation.
- f. What do you understand by Worker's Participation in Management? Show its significance. What are the conditions for effective worker's participation?

- g. Discuss the objectives, scope and important provisions of the Employee's State Insurance Act, 1948.
- h. What machinery has been provided under the Industrial Dispute Act, 1947 for the settlement of industrial disputes? Explain in brief.

**SECTION - C** (2×15=30)

**Attempt any two questions from this section.**

S.K. Ltd is an electronic company with production units in five different locations in India operating for more than 20 years. The company employees a total of about 15,000 workers and other supervisory and managerial employees. There are 3-5 trade unions each in each of the units, and on an average 10-15 per cent of the workers are actively involved in trade union work, though most workers pay the nominal union subscription. The leaders of the unions are a combination of outsiders and inside workers, though decision - making in the unions is often dictated by politically motivated external reasons.

In the past, S.K. Ltd had to face difficult industrial relations situations leading to three major strikes lasting for more than two weeks each. All the three strikes had started soon after the company had signed an agreement with one of the unions and invariably the strike was ended by the intervention of the Labour Commissioner who was able to bring all the unions of the concerned unit together

for a settlement. The current agreement in one of the unit is coming to a close in December this year.

**Questions :**

3. In what respect can political leadership of trade unions jeopardies industrial peace?
  4. How do multiple unions in a plant disturb industrial relations and peace?
  5. Suggest suitable measures for improving the industrial relations climate in the company.
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