



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

**PAPER ID : 7122**

Roll No.

--	--	--	--	--	--	--	--	--	--

**M.B.A****(SEM III) ODD SEMESTER THEORY EXAMINATION 2009-10  
INDUSTRIAL RELATIONS LABOUR ENACTMENTS***Time : 3 Hours]**[Total Marks : 100**Note : Attempt all questions, which carry equal marks.*

- 1 (a) Examine the concept of Industrial Relations with the help of some of its definitions.
- (b) State the objectives of International Labour Organisation which are enumerated in the preamble to its constitution and in the Declaration of Philadelphia.

**OR**

- 1 (a) Explain the evolution of Industrial Relations in the post-independence era in India mentioning main new schemes which were introduced or changes/ amendments which were made.
- (b) The ILO standards have influenced Indian Labour Legislation, discuss.
- 2 Describe, in brief, the main problems of trade unionism in India. Also discuss about the recommendations of the National Commission on Labour for strengthening trade unions.

**OR**

2 Why has workers' participation in management not succeeded in India ? What would you recommend enabling to achieve the objectives of labour-management relations ?

3 Discuss the inter-relationships between technological change and Industrial Relations in India. In the light of impact of technology on Industrial Relations describe that the 'appropriate technology' is relevant to the Indian context.

OR

3 Explain the contrast between the approaches of Human Resource Development and Industrial Relations. How can the HRD approach help in achieving the objectives of Industrial Relations in India, explain.

4 Attempt any two of the following :

(a) Describe the machinery for settlement of industrial disputes under Industrial Disputes Act, 1947.

(b) Describe the employer's liability for compensation under Workmen's Compensation Act, 1923.

(c) Describe the applicability of Employee's State Insurance Act, 1948 and its benefits.

(d) Define Gratuity. Who are entitled to get it and how is the amount of gratuity calculated under the provisions of Payment of Gratuity Act, 1972 ?

5 Write notes on any four of the following :

(a) Role of State in Industrial Relations.

(b) How is labour-management relations different from employer-employee relations, discuss in brief.

(c) Gandhiji's approach to Trade Union.

(d) Absenteeism.

(e) Code of Discipline.

(f) Grievance Handling Procedure.

(g) Main provisions of Factories Act, 1948.

(h) Main provisions of Payment of Wages Act, 1936.