

R15**Code No: 723AN****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, June/July-2018****MANAGEMENT OF INDUSTRIAL RELATIONS****Time: 3hours****Max.Marks:75****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A.

Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A**5 × 5 Marks = 25**

- 1.a) Is there any difference between registration and recognition of trade unions under Trade Union Act? If so, what is it? [5]
- b) Briefly explain the procedure for conducting domestic enquiry. [5]
- c) How does arbitration differ from adjudication? [5]
- d) What are the components of pay structure? [5]
- e) How does a technology changes effect work and employment? [5]

PART - B**5 × 10 Marks = 50**

- 2.a) What is the effect of the prevalence of multiplicity of unions to employees and management?
- b) What are the benefits of registering trade union under the Trade Union Act? [10]

OR

3. Case Study on Trade Union Democracy:

In one state, the Chief Minister was invited to the annual conference of a union where union elections were also scheduled. The Chief Minister inaugurated the conference and observed as follows: "I propose that you elect Mr. XYZ as your president and the president in turn elect his team". Before the members could understand the significance of what the Chief Minister had said there was a big round of applause from the audience—presumably orchestrated by supporters of the Chief Minister's nominee for president-ship of the union. Before anyone could say anything, quite a few queued up and began to garland Mr. XYZ. Mr. XYZ then rose and announced the names of his nominees. The elections concluded. Those who were elected were happy about the smooth and cordial manner in which the elections had been held. Referring to two cases in recent past in neighbouring factories, they said, in one, the rival unions spent a lot of money in elections. From where the money had come? Would the ones who had spent so much money not want to recover it in one form or another? Another elected person was talking about how management manipulated the elections to have a 'company' union. Some of the people who had aspired to contest the elections were dismayed but could not do much because of the atmosphere in which the whole thing had happened.

Questions:

- a) Discuss the problems of trade union democracy.
- b) Comment on the case.
- c) What is your suggestion in this regard? [10]

4. Explain in detail the various approaches to deal with industrial conflict. [10]
- OR**
- 5.a) What are 'strikes' and 'lockouts' as defined under Industrial Disputes Act?
b) What are standing orders? [10]
6. What are the stages and activities involved in negotiating an agreement through collective bargaining exercise? [10]
- OR**
- 7.a) What is 'Works Committee', as defined under the Industrial Dispute Act?
b) What are the statutory- mandated labour welfare measures? [10]
- 8.a) What is the minimum and maximum bonus payable under the Payment of Bonus act? Who are eligible for payment under the act?
b) What is the machinery for fixing minimum wages? [10]
- OR**
9. What are the main provisions of Payment of Wages Act? [10]
10. Elaborate on the nature of worker's response to technological changes in recent times in India. [10]
- OR**
11. Bring out briefly the major provisions of the Factory Act 1948. [10]

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