

Total No. of Pages : 2

Register Number :

**6771**

Name of the Candidate :

**M.B.A. DEGREE EXAMINATION DECEMBER 2013.**

**(HUMAN RESOURCE MANAGEMENT)**

**(SECOND YEAR)**

**240 — INDUSTRIAL RELATIONS**

Time : Three hours

Maximum : 75 marks

**SECTION A**

**Answer any FIVE questions.**

**(5 × 3 = 15)**

**All questions carry equal marks.**

1. What are the scopes of Industrial Relations in India?
2. What are the causes of Industrial Disputes?
3. Explain the term 'Negotiations'.
4. What are the advantages of having a trade union?
5. Explain the importance of workers participation in management.
6. What is the role of ILO?
7. Give the meaning of the terms 'lay-off' and 'retrenchment'.
8. Expand the following abbreviations: INTUC, CITU, ASSOCHAM.

**SECTION B**

**Answer any THREE questions.**

**(3 × 10 = 30)**

**All questions carry equal marks.**

9. Explain the relationship between labour policy and industrial relations.
10. List out and explain the problems in collective bargaining.
11. Explain the growth of Trade Unionism in India.
12. 'Participation of workers in management is claimed to usher in an era of industrial democracy'. Comment.
13. What are the Functions of International Labour office?

**SECTION C****Answer any ONE questions.****(1 × 15 = 15)****All questions carry equal marks.**

14. Explain the Central and State Government Machinery for Labour Administration in India.
15. Elucidate the recommendations of National Commission on Labour on collective bargaining.
16. What are the problems of trade unions? What measures to be taken to improve the functioning of trade unions in India?

**SECTION D****(Compulsory)****(1 × 15 = 15)**

17. Mr. X is a worker in the fabrication unit of Decent Fabricators, Nagpur. X works in the night shift and while on duty, he is found to be heavily drunk. Pritam, the supervisor, persuades him not to be drunk while on duty. X always turns a deaf ear to the supervisor's counsel.

Pritam reprimands X and warn him of the consequences for the second time if X does not mend his ways. This infuriates X who now warns Pritam not to meddle in his life. Pritam, then recommends disciplinary action against X. as a reaction to this, the workers in the organization go on an indefinite strike without giving any notice.

Questions :

- (a) Analyze the case.
- (b) Is X, in your opinion, guilty of misdemeanor and misconduct?
- (c) State the position of Indian Law pertaining to strikes.
- (d) How would you defend the stand of the management in the above case?

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