

Code No: MB1338/R13**MBA III Semester Regular/ Supplementary Examinations, November-2016****MANAGEMENT OF INDUSTRIAL RELATIONS****Time: 3 Hours****Max. Marks: 60**

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | How do you understand by industrial relations? Explain the concept of industrial relations in India? | 6 |
| b | Discuss about the various factors effecting industrial relations. | 6 |
| 2. a | Explain the salient features of trade union Act 1926? | 6 |
| b | Discuss the objectives and function of employers association. | 6 |
| 3. a | Define the term "Workers participation in Management? Explain the different levels of participation. | 6 |
| b | What is National wage policy? Does it imply a uniform wage structure or may there be differential wage strictures in similar undertakings? | 6 |
| 4. a | Write the various social security measures in India. Explain in detail? | 6 |
| b | Briefly elaborate workmen compensation Act 1923? | 6 |
| 5. a | What are the Pre-requisites of a grievance procedure? | 6 |
| b | Discuss the machinery for prevention and settlement of industrial disputes. | 6 |
| 6. a | What is collective bargaining? Explain in brief the concept of collective bargaining. | 6 |
| b | Explain the various legally required fringe benefits in India. | 6 |
| 7. a | Define the term discipline. What are the different aspects of discipline? | 6 |
| b | What are the factors influencing the wage and salary structure of different firms | 6 |

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8.

Case Study (Compulsory)

Mr.C.S. Sharma joined the India institute of Technology in 2000 – a premier educational institution in the country, imparting higher level education in technology. His job demands higher level and latest knowledge, higher level teaching skill, and other skills in introducing and practicing different teaching methods and bringing co – ordination between the Institute and industry. The Institute implemented the pay scales in 1996, recommended by the University Grants Commission which was at par with the pay scale of teachers in Universities and colleges. The demands of the jobs in Universities and Colleges are quite low compared to those of the Institute.

The pay of Mr. Sharma has been fixed at the level of Mr. Singh, who joined the Institute in 2004 as the University Grants Commission, did not recommend any weightage for the teachers who put up less than five year's experience. Mr. Shastry was quite unhappy over the parity of salary of the teachers of the Institute with those of University teachers and college teachers on the one hand and equalizing his pay with his junior Mr. Singh on the other hand.

The Institute again revised the pay scales of the teachers in 2006, based on the pay scales recommended by the University Grants Commission in 2006. University Grants Commission again maintained parity in pay scales of Institute teachers, University teachers and College teachers. The pay scale of Mr. Sharma was revised and it was fixed at Rs. 29,400 which was equal to the pay of Mr. Singh, Mr. Kulkarni who joined the Institute in 2006 and Mr. Prasad who joined the Institute in 2007.

Mr. Sharms rushed to the chambers of the Director of the Indian of Technology on 20th July, 2007 and told him he was quitting the job in the Institute and he was going to join Degree College, at Rajahmundry. He further said that he was going to get the same salary in a small town. The Director was shocked after listening to Mr. Sharms.

1. Do you justify the decision made by Mr. Sharma?
2. Do you suggest any measures to stop Mr. Sharms from quitting the job?
3. Do you think that there is something wrong with the Institute pay practices and the University Grants Commission's recommendations? If yes, what are they? How do you rectify them
