

Code No: MB164F/R16

MBA IV Semester Regular Examinations, April-2018

MANAGEMENT OF INDUSTRIAL RELATIONS

Time: 3 Hours

Max. Marks: 60

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

1. a Discuss the factors that influence industrial relations condition in a company.
b What is social partnership and explain its importance?
2. a What are salient features of trade union act in India?
b Can you eliminate trade unions in an organization? Discuss.
3. a Differentiate between wage and salary?
b What are various compensations methods in India?
4. a What are various issues to be considered for wage fixation?
b Explain about Nature of fringe benefits.
5. a Explain how to create industrial peace?
b Discuss the trade union movement in India.
6. a Nature of workers compensation act.
b What is proactive approach in trade union activities?
7. a Dispute resolution mechanism
b Write short notes on Nature dispute

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8. Bhaskar usually comes to work in a drunken state. On one such occasion his immediate supervisor sent him home with another man, intending to speak to him later when he is sober. Next day, once again under the influence of alcohol, Bhaskar picked up a high pressure hose and throw it on the face of his supervisor. The company dismissed him for intoxication, insubordination, assault with a deadly weapon and violation of company rules and regulations. The union did not deny the rude behavior of Bhaskar. However, it pointed out that (a) he was having trouble with his wife, (b) his record was otherwise excellent, (c) on the earlier occasion, he was sent home without even warning, and (d) in other cases o drunkenness that occurred this year the men were referred to Alcoholics Anonymous.

The contention of the management was: (a) Bhaskar has had no previous record of indiscipline but his work has not been good, either, (b) Bhaskar was in no condition to appreciate a warning on the first day, (c) the en referred to Alcoholics Anonymous were quiet drinkers and had never indulged in major violation of company safety rules.

Questions:

1. Suggest suitable measures to tackle the problem
2. Was the company's position correct?

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