

Registration no:

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

Total Number of Pages: 02

MBA  
15MNG306C

**3<sup>rd</sup> Semester Regular Examination 2017-18**  
**Industrial Relations (IR)**

**BRANCH: MBA**

**Time: 3 Hours**

**Max Marks: 100**

**Q.CODE: B691**

**Answer Question No.1 and 2 which are compulsory and any four from the rest.**  
**The figures in the right hand margin indicate marks.**

**Q1 Answer the following questions : (2x10)**

- a) Trade union means any combination formed primarily for the purpose of regulating the relations between  
(A) Workmen and employers permanently (B) Workmen and workmen permanently  
(C) Workmen and employers, workmen and workmen, employers and employers temporary or permanent (D) Workmen and employers, workmen and workmen, employers and employers permanent
- b) \_\_\_\_\_ refers to all types of relationship between all the parties concerned with industry.  
(A) Industrial relations.(B) Human relations. (C) General relations. (D) All of these.
- c) What will be the minimum number of workers required for organizing a trade union for registration according to the latest amendment under the Trade Unions' Act, 1926?  
(A) 7 workers(B) 10 %(C) 100(D) 10% or 100 or 7
- d) Under which of the following legislations there is a provision called 'protected workmen'?  
(A) Trade Unions Act, 1926(B) Industrial Employment(Standing Orders) Act, 1946  
(C) Factories Act, 1948(D) Industrial Disputes Act, 1947
- e) 'First come last go and last come first go' is the principle of  
(A) Lay-off(B) Closure(C) Retrenchment(D) Dismissal
- f) Which of the following is an illegal industrial action as per law?  
(A) Mutual Insurance(B) Collective Bargaining(C) Lock out(D) Gherao
- g) The minimum bonus which an employer is required to pay even if he suffers losses during the accounting year or there is no allocable surplus is ----- % of the salary or wages during the accounting year  
(A) 10% (B)20% (C) 8.33% (D) 6.33%
- h) The scope of IR does not include  
(A) Employer and employee relation. (B) Employee and trade union relation.  
(C) Employer, employee and trade union relation. (D) Employee and customer relation
- i) Grievance Handling Machinery is given in  
(A) Industrial Disputes Act (B) Factories Act(C) Both (A) and (B)(D) None of the above
- j) A two party process where both strive to arrive at an agreement for settling a dispute , devoid of animosity and mutual hatred is called :  
(A) Collective bargaining (B) Workers participation (C ) Mediation (D) Conciliation

**Q2 a) Define trade union and mention its objectives (2x10)**

- b) Explain the effects of strike on the strikers and employers  
c) What do you mean by voluntary arbitration

- d) What is grievance procedure
- e) Comment on the composition and function of Works committee
- f) What is the procedure of retrenchment. Can re-employment be given to retrenched workmen?
- g) Why are standing orders important for industrial establishments in the country
- h) Differentiate between reformist union and revolutionary union
- i) What is meant by Tools down, pen down and mouth shut strike
- j) What are the three tier system of Adjudication

**Q3** Define the term Industrial relations. What are its major objectives ? Explain the necessary conditions for the maintenance of sound industrial relations **(15)**

**Q4** Why do workers join trade unions ? What are the general problems being faced by trade unions ? Explain **(15)**

**Q5** What is meant by collective bargaining ? Bring out clearly the merits and demerits of collective bargaining as methods of settling industrial disputes **(15)**

**Q6** Explain the concept of workers, participation in management and its benefits. **(15)**

**Q7** "Grievances are the workers problems with management and indiscipline is the management's problem with workers" . Discuss. What could be the possible causes of grievances. List few of them. **(15)**

**Q8** Discuss in detail the different methods of settling Industrial disputes as per the Act **(15)**