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Total Number of Pages: 02

MBA  
15MNG403C

**4<sup>th</sup> semester Regular Examination 2016-17**

**INDUSTRIAL RELATIONS(IR)**

**BRANCH: MBA**

**Time: 3 Hours**

**Max Marks: 100**

**Q.CODE: Z580**

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

**Part – A (Answer all the questions)**

**Q1 Answer the following questions: (2 x 10)**

- a) Dominant aspects of industrial relations are :  
(A) Co-operation. (B) Conflict  
(C )Both (A) and(B). (D)None of these.
- b) John Dunlop gave the  
(A)Gandhian approach (B)System approach  
(C )Oxford approach (D)All of these
- c) Temporary closing down the undertaking with the intention of forcing workers to accept the demand of the employer is called  
(A) Lockout (B) Layoff  
(C ) Strike (D) Retrenchment
- d) \_\_\_\_\_ is the ultimate remedy for the settlement of industrial dispute through the intervention by the third party appointed by the government  
(A) Conciliation (B) Voluntary Arbitration  
(C ) Adjudication (D) Collective bargaining
- e) What should be the minimum number required to register a union  
(A) 100 (B) 7 (C ) 6 (D) All of the above
- f) \_\_\_\_\_ is a consultive body comprising of 100 or more persons , which aims at giving greater participation to workers  
(A) Advisory committee (B) Managing committees  
(C ) Works committees (D) None of these
- g) “One party gains at the expense of another” norm refers to which type of collective bargaining  
(A) Distribute bargaining (B) Integrative bargaining

- (C ) Centralized bargaining (D) None of the above
- h) Registration and conciliation of trade union is governed by  
 (A) Trade unions Act, 1926 (B) The Industrial Disputes Act, 1948  
 (C ) The factories Act, 1948 (D) None of the above
- i) The \_\_\_\_\_ consultative machinery comprises two parties via employees and employer  
 (A) Bipartite (B) Tripartite (C ) Both a and b  
 (D) None of the above
- j) 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
- Q2 Answer the following questions: (2 x 10)**
- a) What do you mean by Industrial peace  
 b) What does Industrial relations signify ?  
 c) What do conciliators and mediation officers do?  
 d) What are the types of collective bargaining  
 e) Define an Industrial dispute. What are its major causes  
 f) Why do people join trade unions ? Give reasons  
 g) Define 'Strike'. When strikes and lock-outs are illegal under Industrial Disputes Act 1947.  
 h) Explain the concept of "Industrial Bureaucracy  
 i) List out major types of unions  
 j) What is meant by employee empowerment ? What is its importance
- Q3 Define Industrial relations. List out its objectives and also bring out its importance (15)**
- Q4 "Industrial dispute or Conflict is harmful to Industrial society". Explain. (15)**  
 Also delineate the machinery available for resolving them under the Industrial Disputes Act, 1947
- Q5 How does a trade union gets registered ? what are the different types of Trade Union in India (15)**
- Q6 "Collective bargaining improves Industrial relations but not productivity". Discuss. What are the major steps in the collective bargaining process (15)**
- Q7 Explain different types of strikes (15)**
- Q8 Write short notes on : (Any three) (5 X 3)**
- a) Workers participation in Management  
 b) Functions of Trade union  
 c) Structure and function of ILO  
 d) Bipartism and Tripartism