

Registration No :

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

Total Number of Pages : 02

MBA
15MNG403C

4th Semester Regular / Back Examination 2017-18

INDUSTRIAL RELATIONS (IR)

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : C262

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 :

(2 x 10)

- a) Employees join unions to fulfil their _____ needs.
1. Social
 2. Esteem
 3. Economic
 4. All of the above
- b) What is meant by the term 'union density'?
1. The total number of workers who are union members.
 2. The proportion of workers who are union members.
 3. The proportion of workers who are not members of a trade union.
 4. The number of workers whose pay is set by collective bargaining
- c) Which of the following is not an approach to industrial relations?
1. Unitary approach
 2. Pluralistic approach
 3. Marxist approach
 4. Employee's approach
- d) The _____ participating in collective bargaining process must be strong democratic and enlightened.
1. Employers
 2. Officials
 3. Union
 4. Employee
- e) Pluralistic approach perceives _____ as legitimate representative of employee interests
1. Trade unions
 2. Management
 3. Board of Directors
 4. None of the above
- f) Under which of the following legislations there is a provision called 'protected workmen'?
1. Trade Unions Act, 1926
 2. Industrial Employment
 3. Factories Act, 1948
 4. Industrial Disputes Act, 1947
- g) Which one of the following is not machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?
1. Conciliation Officer
 2. Board of Conciliation
 3. Collective Bargaining
 4. Labour Court
- h) Which of the following is an illegal industrial action as per law?
1. Mutual Insurance
 2. Collective Bargaining
 3. Lock out
 4. Gherao
- i) Trade union means any combination formed primarily for the purpose of regulating the relations between
1. Workmen and employers permanently
 2. Workmen and workmen permanently
 3. Workmen and employers, workmen and workmen, employers and employers temporary or permanent
 4. Workmen and employers, workmen and workmen, employers and employers permanently

- j) The first stage of conflict resolution is to :
1. Choose a solution
 2. Define the problem
 3. Analyze the problem
 4. think through possible solutions

Q2. Answer the following questions : (2 x 10)

- a) What does Industrial relation signify
- b) Define a trade union
- c) "Effective Discipline can have a positive effect on the productivity of employees" Discuss.
- d) What is Code of discipline
- e) List any four-trade unions of national level in India.
- f) What does lay-off and lock out mean
- g) What is meant by tripartism
- h) Is it possible for any two or more registered Trade unions to amalgamate? If so, how?
- i) Define arbitration
- j) Enlist the main structure and function of ILO

Q3. Do you think trade unions are necessary for employees? Critically analyse the purpose, functions and methods of operations of trade unions in India. (15)

Q4. What are the various causes and consequences of Industrial disputes? Discuss the machinery for prevention and settlement of industrial disputes. (15)

Q5. How poor industrial Relations bring Industrial Unrest .Comment. Who are the different Parties to Industrial Relations? Explain Cooperation and Conflict in IR. (15)

Q6. "Is Collective Bargaining superior to other methods of settling Industrial Disputes? Suggest measures for making collective bargaining effective? Explain negotiation skills in Collective Bargaining? (15)

Q7. Discus various types of strikes and methods of prevention to avoid Industrial disputes. When can a strike be termed illegal ? (15)

Q8. Define the term "Workers participation in Management? Explain the different levels of participation. (15)