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Total Number of Pages : 02

MBA

15MNG306C

3rd Semester Regular / Back Examination 2018-19

INDUSTRIAL RELATIONS (IR)

BRANCH : MBA

Time : 3 Hours

Max Marks : 100

Q.CODE : E512

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part- I

Q1 Short Answer Type Questions (Answer All-10) (2 x 10)

- Differentiate between 'Industrial Relations' and 'Employee Relations'
- What do you mean by pluralistic approach to IR?
- State the methods of union recognition. Does union recognition system is essential for an organization.
- What are the basic functions of Indian trade unions?
- Why BMS to be considered as a national level trade union organization?
- What are the causes of industrial disputes?
- Define integrative bargaining.
- State the objectives of ILO.
- State four bipartite committees.
- Is there any difference between 'Ascending Participation' and "Descending Participation".

Part- II

Q2 Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Discuss the systems approach to industrial relations.
- Explain the parties to industrial relations and the pattern of interaction between them.
- Write an explanatory note on the methods followed by trade unions to realize their objectives.
- Discuss Webbs' theory of industrial democracy.
- How can trade unionism be made an effective tool of industrial relations in the context of India?
- State and explain the weapons of labour and management which might be used in a situation of industrial conflict.
- Define industrial dispute. Discuss the steps you would suggest for achieving lasting industrial peace in india.
- What is Meant by collective bargaining? Discuss the subject matter of collective bargaining.
- Briefly explain Chamberlain's theory of collective bargaining with suitable examples.
- Discuss the organization structure of International Labour Organization.
- Briefly summarise the role of tripartite bodies in India.
- Explain in brief the various modes of WPM in India.

Part-III

Long Answer Type Questions (Answer Any Two out of Four)

Q3 In the present IR scenario, what, according to you, are the necessary conditions for a healthy industrial relations climate? What are the functions of the IR department of an organization and the activities to be taken up by the IR specialists in the department? **(8+8)**

Q4 Explain the machinery for prevention and settlement of industrial disputes in India. **(16)**

Q5 Discuss the importance of collective bargaining as a method of regulating relations between employers and employees. What obstacles restrict the growth of collective bargaining in India? Suggest measures for increasing effectiveness of collective bargaining. **(8+4+4)**

Q6 Write a comprehensive note on workers' participation in management. State the conditions essential for success in labour-management cooperation in India. List the benefits of WPM. **(8+4+4)**