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Total Number of Pages : 01

MBA
18MBA302C

3rd Semester Regular Examination 2019-20
EMPLOYEE RELATIONS

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HR850

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

- Why is employee relation significant in industries?
- Why is participative management significant in Industries?
- What is a standing order?
- Name two of the preventive machineries of industrial dispute in India.
- List out four legislations relating to employee relation in India.
- List out two names of Trade unions in India.
- Write the concept of Tripartism in the context of IR.
- Write briefly about radical approach to Trade Union.
- Write a note on workers committee.
- Write briefly about code of discipline.

Part-II

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

- Distinguish between recognized trade union and registered trade union?
- Explain the provisions under Trade Union Act 1926
- Distinguish between blue-collar unions and white-collar unions with examples.
- Explain the role of ILO in framing employee legislations in India.
- Distinguish between strikes and lockouts. Explain various forms of protests.
- Explain industrial relation system developed by John Donlop.
- Distinguish between employee relation and industrial relation.
- Explain various types and structure of trade unions in India.
- Explain the reasons, employees have for joining trade union.
- Explain psychological contact and its importance in employee relation.
- Distinguish between a grievance and a dispute with examples.
- Explain the industrial relation system in India

Part-III

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

- Q3** "Collective Bargaining is a process where employees go to collect and employer bargains." Discuss the statement in the light of role of HR as a trouble shooter. **(16)**
- Q4** Discuss the causes of industrial dispute and its settlement machinery in India. **(16)**
- Q5** Do you think that trade unions are losing ground with the rise of Industry 4.0? justify your arguments **(16)**
- Q6** Explain the structure and the functions of ILO. Explain core fundamental conventions of ILO. **(16)**