



GIET UNIVERSITY, GUNUPUR – 765022

M. B. A (Third Semester – Regular) Examinations, December – 2020

MB 302 C – EMPLOYEE RELATIONS

Time: 2 hrs

Maximum: 50 Marks

The figures in the right hand margin indicate marks.

PART – I: (Multiple Choice Questions)

(1 x 10 = 10 Mark)

Q. 1 Answer **ALL** questions

- a. Employees join the union to fulfil their _____ needs.
 - (i) Social
 - (ii) Esteem
 - (iii) Economic
 - (iv) All of the above
- b. The Trade Unions Act came into operation from ____
 - (i) 1st June, 1927
 - (ii) 1st May, 1926
 - (iii) 1st June, 1926
 - (iv) None of the above
- c. What is the minimum number of trade union members requires in registering themselves as a union?
 - (i) 7
 - (ii) 10
 - (iii) 5
 - (iv) 15
- d. In which year did factories act come into force?
 - (i) 23rd September, 1948
 - (ii) 1st April, 1949
 - (iii) 4th April, 1949
 - (iv) 12th September, 1948
- e. Which of the following is not an approach to industrial relations?
 - (i) Unitary approach
 - (ii) Pluralistic approach
 - (iii) Marxist approach
 - (iv) Employee's approach
- f. Labour Law covers _____
 - (i) Industrial Relations
 - (ii) Workplace health and safety
 - (iii) Employment Standards
 - (iv) All of the above
- g. Which Act provides for the provision of Medical Benefit to the insured employees?
 - a. Workmen Compensation Act, 1923
 - b. Employees State Insurance Act, 1948
 - c. Maternity Benefit Act, 1961
 - d. Contract Labour (Regulation and Abolition Act), 1970
- h. What is the full form of AITUF?
 - (i) All International Trade Union Federation
 - (ii) All India Trade Union Forum
 - (iii) All India Trade Union Federation
 - (iv) None of the above
- i. In which year was the Indian National Trade Union Congress formed?
 - (i) 1947
 - (ii) 1950
 - (iii) 1948
 - (iv) 1935
- j. A labour court shall consist of one person who has been a District Judge for a period of not less than ____

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years.

(i) 3 years

(ii) 7 years

(iii) 5 years

(iv) 10 years

PART – II : (Short Answer Questions)

(2 x 5 = 10 Marks)

Q.2. Answer ALL questions

- a. Define Grievance Management.
- b. What are the core issues of employee relations management?
- c. Write about Unitary?
- d. Define Collective Bargaining.
- e. Define Bipartism.

PART – III: (Long Answer Questions)

(6 x 5 = 30 Marks)

Answer **ANY FIVE** questions.

- 3. Explain the importance of employee relations and employee relations management tools?
- 4. What are the different strategic levels in organization?
- 5. Discuss the machinery for prevention and settlement of industrial disputes?
- 6. Explain different approaches to Industrial relations?
- 7. What are the structure and functions of Trade Unionism?
- 8. Write about industrial Harmony?
- 9. Define the term “Workers participation in Management? Explain the different levels of participation.
- 10. Describe the important causes of workers’ grievances. How can they be resolved?

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