

2016

MBA

3rd Semester Examination

INDUSTRIAL RELATIONS

(Specialisation : Human Resource Management)

PAPER—HR-303

Full Marks : 100

Time : 3 Hours

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

1. Answer any eight questions :

8×5

(a) Distinguish between discharge and dismissal.

(b) Briefly describe Marxist approach to IR.

(Turn Over)

- (c) Explain the term negative discipline.
- (d) How is closure different from lockout ?
- (e) Explain the term 'suspension pending enquiry'.
- (f) Write a note on 'Gandhian approach' to IR.
- (g) What do you mean by the term 'code of discipline' ?
- (h) State the objectives of industrial relations.
- (i) What is cafeteria approach of labour welfare ?
- (j) Explain integrative bargaining with examples.
- (k) What is residual claimant theory in wage.
- (l) How is award different from 'settlement'.

2. Answer any *four* questions :

4×10

- (a) Mention the important areas of 12th five year plan relating to labour policy.
- (b) Discuss in brief the adjudicating machinery of industrial disputes.

- (c) Discuss different forms of WPM in India.
- (d) Mention different approaches to IRs.
- (e) Briefly explain different theories of labour welfare.
- (f) Describe in detail the structure of trade unions in India.

[Internal Assessment : 20]
