

2017

MBA

3rd Semester Examination

INDUSTRIAL RELATIONS

(Specialisation : Human Resource Management)

PAPER—HR-307

Full Marks : 100

Time : 3 Hours

*The figures in the right-hand margin indicate full marks.*

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

*Illustrate the answers wherever necessary.*

*Answer All questions.*

1. Answer any *eight* questions : 8×5

- (a) Define and briefly state the concept of industrial relations.

*(Turn Over)*

- (b) Distinguish between trade union movement and labour movement.
- (c) Discuss absenteeism. Absence of necessary commitments from part of worker become cause of industrial problem in India—Discuss.
- (d) What is registered trade union ? State the rules for registration of a trade union ?
- (e) What do you mean by extramural labour welfare ?
- (f) Distinguish between trade union movement and labour movement.
- (g) Briefly state the concept of industrial dispute and also mention the classifications of industrial disputes.
- (h) What is meant by managerial association ? Name different managerial associations and employee organisations existing in India.
- (i) Identify and group separately the involving parties in industrial dispute.

(j) State the concept of bargaining in process of workers participation in management.

(k) Discuss the process of workers participation in management in India and in this respect state its scopes.

(l) Write a note on 'works committee'.

2. Answer any *four* questions :

4×10

(a) Discuss the profile of industrial workers in India.

(b) Identify the voluntary and statutory machineries for resolving industrial disputes as are in practice in India and discuss each stating the characteristics.

(c) Find out the parties or actors of industrial relation in India and precisely discuss the role of each with respect to organisation industrial relation.

(d) Briefly describe Unitarist and Marxist approaches to industrial relations.

(e) Describe red hot stove rule in the context of *disciplinary action*.

- (f) Mention various statutory provisions of labour welfare as per Factories Act, 1948 and Mines Act, 1952.

***[ Internal Assessment : 20 Marks ]***

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