

NEW

2015

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 : 5×8
- (a) Distinguish between labour movement and trade union movement.
 - (b) Briefly describe pluralist' perspective of IR.
 - (c) State the difference between 'charge sheet' and 'show cause'.
 - (d) What are the 'Principles of Natural Justice' ?
 - (e) State the importance of discipline in IR.

(Turn Over)

- (f) How to know the existence of grievance among employees ?
- (g) Explain 'red hot stove' rule.
- (h) What are the pre-requisites for healthy IR ?
- (i) Define the term 'industrial disputes' as per I.D Act, 1947.
- (j) What do you mean by the term 'employee welfare' ?
- (k) State the difference between 'Strike' & 'Lockout'.
- (l) Write a note on 'Domestic Enquiry'.

2. Answer any *four* questions : 10×4

- (a) Describe model grievance handling procedure in India.
- (b) Describe the process of disciplinary action.
- (c) Discuss in detail the different ways of achieving industrial peace.
- (d) Briefly describe the profile of industrial workers in India.
- (e) Describe the collective bargaining process in details.
- (f) (i) Briefly discuss the role of various parties of IR.
(ii) State the problems of Industrial Workers in India.

5+5

[Internal Assessment : 20]