

2014

M B A

3rd Semester Examination

INDUSTRIAL RELATIONS

[Specialisation : HUMAN RESOURCE MANAGEMENT]

PAPER — HR 306

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.

Write the answers to Questions of each Half in separate books.

(First Half)

(Marks : 50)

1. Answer any four questions : 5×4

- (a) What do you mean by the term 'productive bargaining' in collective bargaining?

(Turn Over)

- (b) Distinguish between labour movement and T.U. movement.
- (c) Write a brief note on the contribution of B.P. Wadia towards trade union movement in India.
- (d) Briefly describe 'Marxist' perspective of Industrial Relations.
- (e) Why is worker's participation in management important especially in a developing country like India ?
- (f) Discuss the reasons why workers join Trade Unions.

2. Answer any *two* questions :

10×2

- (a) Briefly describe the legal framework of Industrial relations in India.
- (b) Describe different phases of trade union movement in India.
- (c) Critically discuss the role of different stakeholders in IR.

[Internal Assessment : 10 Marks]

(Second Half)

(Marks : 50)

3. Answer any four questions : 5×4

- (a) Write a short note on 'Gandhian approach' to Industrial Relations.
- (b) Explain the term 'suspension pending enquiry' in disciplinary action.
- (c) Make a comparison between 'unitarist' and 'pluralist' approach to Industrial Relations.
- (d) Write down the importance of industrial relations.
- (e) Draft a 'Show cause' & a 'charge-sheet'.
 $2\frac{1}{2} + 2\frac{1}{2}$
- (f) List out the differences between 'Positive Discipline' & 'Negative Discipline'.

4. Answer any two questions : 10×2

- (a) Describe the prerequisites of healthy industrial relations.
- (b) Briefly describe the impact of globalization on industrial relations in India.

- (c) Discuss in detail the various approaches to IR. Which approach in your view is best suited to the present times & why?

[*Internal Assessment : 10 marks*]
