

**MBA 3rd Semester Examination, 2022**

**INDUSTRIAL RELATIONS**

**PAPER – MBA-HR-302/306**

*Full Marks : 100*

*Time : 3 hours*

*The figures in the right hand margin indicate marks*

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

- A. Answer any *eight* questions from the following : 5 × 8
1. Explain the concept of 'industrial relations'.
  2. Discuss 'Gandhian approach' to industrial relations.
  3. Explain the term 'industrial disputes' as per Industrial Disputes Act, 1947.

4. Distinguish between 'closure' and 'lockout'.
  5. Explain the concept of 'negative discipline' with a suitable example.
  6. What do you mean by 'code of discipline' ?
  7. Distinguish between 'general union' and 'industrial union' with examples.
  8. State the political functions of trade unions.
  9. Distinguish between 'Unitarist' and 'Pluralist' perspectives of industrial relations.
  10. Explain various types of collective bargaining.
  11. Discuss 'red hot stove' rule in discipline.
  12. Explain the non-economic causes of industrial disputes.
- B. Answer any *four* questions from the following : 10 × 4
13. Briefly discuss arbitration machinery for the settlement of industrial disputes.

14. Discuss the process of disciplinary action in an organization.
15. Describe various theories of trade unions.
16. Discuss the model grievance handling procedure for an organization.
17. Explain various forms of Workers' Participation in Management.
18. How can we know the existence of grievance of employees ?

[ *Internal Assessment* : 20 Marks ]

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