



PY-161100020409

Seat No. _____

M. B. A. (Sem. IV) (CBCS) Examination

August - 2020

Management of Industrial Relations

Time : 3 Hours]

[Total Marks : 70

Instruction : All questions carry equal marks.

1 Discuss the role of all the involved parties in Industrial Relations in brief.

OR

1 Discuss various functions of the trade unions in detail.

2 (A) Describe provisions regarding health and safety of workers under Factories Act.

(B) What are the possible reasons for an employee to join a Trade Union ?

OR

2 (A) Explain provision of illegal strikes and illegal lockout as stated in Industrial Disputes Act 1947.

(B) List out the rights and liabilities of registered trade unions.

3 Explain in brief steps included in the Collective Bargaining Process.

OR

3 Define Industrial Relations. What are the major reasons due to which it is a significant term in corporate culture?

4 Write Short Notes on : (Any Two)

- Mines Act.
- Strike and Lockout
- Workers' Participation in management
- Grievance Handling Procedure

PY-161100020409]

1

[Contd....

- 5 A Multinational Company specialized in food processing has been operating in India for about three decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/- per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost. When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months. The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

Questions :

- (1) Analyze the case given above and elucidate the problem and causes.
- (2) Do you justify the Management's decision? If Yes/No-why?
- (3) Are the workers right in their approach? Comment.
- (4) As a General Manager - HR of this Company how would you resolve the problem?