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14MBAHR301

Third Semester MBA Degree Examination, June/July 2018
Industrial Relation and Legislations

Time: 3 hrs.

Max. Marks:100

SECTION - A

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 What is the scope of industrial relations? (03 Marks)
- 2 Give the objectives of collective Bargaining. (03 Marks)
- 3 State the importance of trade unions. (03 Marks)
- 4 What are the causes of indiscipline? (03 Marks)
- 5 What are the types of industrial conflicts? (03 Marks)
- 6 What are the objectives of the factories Act, 1948? (03 Marks)
- 7 Write a short note on minimum wages Act, 1948. (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Discuss the factors affecting industrial relations. (07 Marks)
- 2 Explain the essential skills for negotiation. (07 Marks)
- 3 What are the problems of the trade unions? (07 Marks)
- 4 What are the principles of a Red Hot Stove Rules? (07 Marks)
- 5 How can industrial conflicts be prevented. (07 Marks)
- 6 Mentions the prescribed safety provision related to health of employee under the factories Act, 1948. (07 Marks)
- 7 Describe the employee's provident fund and miscellaneous provisions Act, 1952. (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Explain the Approaches to industrial Relations. (10 Marks)
- 2 Explain the steps in the collective bargaining process. (10 Marks)
- 3 Discuss the role and functions of trade unions in modern industrial society in India. (10 Marks)
- 4 What are the steps in the grievance procedure? (10 Marks)

- 5 What are the causes of industrial conflicts? (10 Marks)
- 6 What are the various benefits provided to the employees Under the Employees' State Insurance (ESI) Act, 1948. (10 Marks)
- 7 Discuss the payment of Bonus Act, 1965. (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

Mr. Gopal, the CEO of XYZ. Company is a troubled man these days. Two of his very good workers have in the recent past created problems for him. Anil and Chethan have been serving the company XYZ since long both have been very sincere and hardworking workers. Being active members of the union they fought election against each other. Anil won the election by a little margin having won the Election Anil involved himself in routine activities of the union. Chethan along with others followed him. But one of the strong supporters of Chethan did not enjoy the leadership of Anil. He created a Rift Between the two. Activities of Anil and Chethan began to let each other down both and fights over small matters. These came into light and Mr. Gopal suspended both Chethan related after suspensions. And man handled Anil for the misfortunes. Anil returned to Mr. Gopal for help the other day Chethan also reported to Mr. Gopal about the activities of Anil and asked for help. Now Mr. Gopal is in Fix.

Questions :

- 1 What do you think is the real problem? (05 Marks)
- 2 If you were Anil what would you do? (05 Marks)
- 3 If you were Mr. Gopal? How would you handle this? (05 Marks)
- 4 Is does Chethan have the right to man handle Anil? Explain. (05 Marks)

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