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22MBAHR304

Third Semester MBA Degree Examination, June/July 2024 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks: 100

- Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.
3. M : Marks , L: Bloom's level , C: Course outcomes.**

			M	L	C
Q.1	a.	Define Industrial Relations.	3	L1	CO1
	b.	Elaborate on factors affecting industrial relations.	7	L2	CO3
	c.	What are the recent trends in Industrial Relations?	10	L2	CO2
Q.2	a.	What is Grievance?	3	L1	CO1
	b.	What are the objectives of Labour Legislation?	7	L2	CO2
	c.	Elaborate the steps in grievance handling procedure. Also discuss the model of grievance redressal procedure.	10	L3	CO3
Q.3	a.	Define Negotiation.	3	L1	CO1
	b.	Elucidate the process of collective Bargaining.	7	L2	CO3
	c.	What is Disciplinary Action? Explain the steps involved in Disciplinary Action.	10	L2	CO3
Q.4	a.	What do you mean by conciliation?	3	L1	CO1
	b.	Explain the functions of work committee.	7	L2	CO3
	c.	What is Adjudication? Differentiate between Arbitration and Adjudication.	10	L3	CO3
Q.5	a.	Define wages under payment of wages Act.	3	L1	CO1
	b.	Explain payment of minimum Rates of wages.	7	L3	CO3
	c.	Discuss the Registration of Establishments employing contract labour.	10	L3	CO4
Q.6	a.	What is Industrial Dispute?	3	L1	CO1
	b.	What are illegal strikes and lock – outs?	7	L2	CO2
	c.	Describe the Registration of Trade Union. What are the Rights and liabilities of Registered Trade Union?	10	L3	CO3
Q.7	a.	Highlight on the essential conditions for the success of collective Bargaining.	3	L1	CO2

	b.	Explain the different approaches to Industrial Relations.	7	L3	CO3
	c.	Explain the various benefits provides under ESI Act 1948.	10	L3	CO3
Q.8		<p>Case Study (Compulsory)</p> <p>Mr. Venugopal, the CEO of XYZ company is a troubled man these days. Two of his very good workers have in the recent past created a great problem for him. Lokesh and Suresh have been serving the company XYZ since long. Both have been very sincere and hardworking workers. Being active members of the union then fought election against each other. Lokesh won the election by a little margin. Having won the election Lokesh involved himself in routine activities of the Union. Suresh along with others followed him. But one of the strong supporters of Suresh did not enjoy the leadership of Lokesh.</p> <p>He created a rift between the two Activities of Lokesh and Suresh began, to let each other down. Both had fights over small matters. These came to the light and Mr. Venugopal suspended both. Suresh retaliated after the suspension and manhandled Lokesh for the misfortunes.</p> <p>Lokesh returned the Mr. Venugopal for help. The other say Suresh also reported in Venugopal about the activities of Lokesh and asked for help. Now Mr. Venugopal is in a fix.</p> <p><u>Questions :</u></p> <p>a. What should Mr. Venugopal do?</p> <p>b. Who is at fault, Lokesh or Suresh?</p> <p>c. If you were Lokesh, what would you do?</p>			
	a.	What should Mr. Venugopal do?	7	L1	CO2
	b.	Who is at fault, Lokesh or Suresh?	7	L1	CO2
	c.	If you were Lokesh, what would you do?	6	L4	CO4
