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14MBAHR301

Third Semester MBA Degree Examination, June/July 2017
Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks:100

SECTION – A

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

- 1 Mention any three objectives of industrial relations. (03 Marks)
- 2 What are the essential skills of negotiation? (03 Marks)
- 3 Define a trade union. Why do employees join unions? (03 Marks)
- 4 What are the principles of hot stove rule? (03 Marks)
- 5 What are the types of industrial conflicts? (03 Marks)
- 6 What are the conditions for the payment of gratuity? (03 Marks)
- 7 Write a note on contract labour. (03 Marks)

SECTION – B

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

- 1 Explain the importance of code of discipline in industrial development. (07 Marks)
- 2 Describe the prerequisites for a successful collective bargaining. (07 Marks)
- 3 Discuss the rights and responsibilities of trade unions. (07 Marks)
- 4 What is a grievance? Explain the main sources of grievance. (07 Marks)
- 5 Briefly explain the settlement machinery of industrial disputes. (07 Marks)
- 6 Explain the benefits and applicability of ESI Act, 1948. (07 Marks)
- 7 Write a note on minimum wages Act, 1948. (07 Marks)

SECTION – C

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

- 1 Describe the different approaches to industrial relations. (10 Marks)
- 2 Explain the nature and importance of collective bargaining. (10 Marks)
- 3 Discuss the problems and measures to strengthen trade unions in India. (10 Marks)

- 4 Explain the main causes of industrial conflicts. (10 Marks)
- 5 Discuss the approaches to manage discipline in industry. (10 Marks)
- 6 Explain the health provisions laid down under the factories Act, 1948. (10 Marks)
- 7 Explain the authorized deductions from wages under payment of wages Act, 1936. (10 Marks)

SECTION – D
(Compulsory)

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CASE STUDY

Ms. Suguna was being harassed by one of her colleagues for the several weeks. She was in a dilemma: Should she report to the management or deal with the issue herself or leave the company? After giving this a thought she decided to share the information privately with trusted colleague and friend. She thought she could take action after getting her advice. While she was talking to her friend, her boss Mr. Vinay, overheard their conversation.

Mr. Vinay deliberated what he could do about this issue. Unless Ms. Suguna complained, he could not initiate any action. Knowing the problem, if he kept quite, it would be tantamount to negligence and company might get a bad name and be held answerable. Finally, he decided to call Ms. Suguna and Volunteer his help.

Ms. Suguna was furious with him for being impudent enough to eavesdrop on personal conversations. She shouted at him and others in the office overheard, which made Mr. Vinay contemplate disciplinary action. Ms. Suguna warned him that if he dared take action she would sue him. Besides she said that she was capable of handling the harassment.

Questions:

- a. Can Mr. Vinay, being CEO of the company ignore the problem, until it is formally presented to him? Comment. (05 Marks)
- b. Is there any justification for Ms. Suguna's outburst at her boss, Mr. Vinay? Discuss. (05 Marks)
- c. Should Mr. Vinay and Ms. Suguna apologize to each other for their behaviour? Give reasons. (05 Marks)
- d. Explain the implications of such incidents on management of discipline in the company. (05 Marks)

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