



Third Semester MBA Degree Examination, Dec.2024/Jan.2025

Industrial Relations and Legislations

Max. Marks: 100

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. Explain the scope of Industrial Relations.	7	L2	CO1
	c. Elaborate any four approaches to Industrial Relations.	10	L3	CO1
Q.2	a. Define Grievance.	3	L1	CO1
	b. Explain the rights of women workers listed in Indian Constitution Articles Provisions.	7	L2	CO1
	c. Elaborate the model grievance procedure steps in detail.	10	L3	CO1
Q.3	a. What do you mean by Collective bargaining?	3	L1	CO2
	b. Discuss the types of Collective bargaining.	7	L3	CO2
	c. Describe the forms of workers participation in India.	10	L3	CO2
Q.4	a. What is Employee relation?	3	L1	CO3
	b. Explain the significance of Employee relations in Industry.	7	L2	CO3
	c. Analyze any two legal provisions to maintain Employee relations.	10	L3	CO4
Q.5	a. What is factory according to Factories Act of 1948?	3	L1	CO4
	b. Explain the provisions related to welfare of workers as per Factories Act 1948.	7	L2	CO4
	c. Describe the deductions from wages as per payment of Wages Act.	10	L3	CO4

Q.6	a. What is an Industrial Dispute?	3	L1	CO4
	b. Explain the rights and privileges of a Registered Trade Union.	7	L2	CO4
	c. List out the six types of benefits provided under Employee State Insurance Act.	10	L3	CO4
Q.7	a. What do you mean by Human Relations Approach?	3	L1	CO2
	b. Brief the types of Industrial Relations.	7	L2	CO2
	c. Explain the Dunlop Model and Oxford Model of Industrial relations.	10	L2	CO2
Q.8	CASE STUDY : EGL is professionally management company with a fair record labour management relation. Its headquarters are located in Nehru Place, New Delhi. It houses about in about 500 employees in three floors. One day a senior manager in human resources department observed that a few women employers were washing their hands after lunch at cooler in the third floor. The manager immediately reported the matter to his supervisor, who got a notice put up and circulated it to all employees. It read as follows : It was observed that some employees are washing their hands at the water cooler. Water cooler are for dispensing drinking water. They are not meant for cleaning hands and utensils. Appropriate action will be taken against any one seen washing their hands / utensils at the water coolers. The same evening a few employees barged into the concerned offices room and told him, with no wash rooms and washing basins in the third floor and no lift in the building , what else do you expect us to do? Use the stationery? Over the next two days more and more people started making liberal use of water cooler for the purpose of washing their hands and even utensils. The subject was discoursed over the next few days with Poison emotion and animosity. Question :			
	a. Is the case above one of grievance or of indiscipline?	5	L2	CO2
	b. What is the root cause of the problem?	5	L2	CO2
	c. What is the solution?	5	L3	CO3
	d. What is 'Principles of Natural Justice'?	5	L3	CO3
