



22MBAHR304

Third Semester MBA Degree Examination, June/July 2025
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	CO2
	b.	Discuss the different approaches of Industrial relations.	7	L2	CO2
	c.	Illustrate steps in grievance redressal procedure.	10	L3	CO2
Q.2	a.	What is the term factory under Factories Act 1948?	3	L1	CO2
	b.	Summarize the rights of woman workers in Constitution of India.	7	L2	CO3
	c.	Examine the recent trends in Industrial relations.	10	L3	CO2
Q.3	a.	Define Collective Bargaining.	3	L1	CO2
	b.	Illustrate the importance of collective bargaining.	7	L4	CO2
	c.	Explain the causes of indiscipline.	10	L2	CO3
Q.4	a.	Summarize the meaning of Grievance.	3	L2	CO2
	b.	Explain the advantages and limitations of maintaining employee relations through unions.	7	L2	CO3
	c.	Identify the various provisions under Maternity Benefit Act of 1961.	10	L3	CO4
Q.5	a.	Recall the meaning of show cause notice.	3	L2	CO2
	b.	Describe the need for a grievance redressal procedure.	7	L3	CO2
	c.	List and explain the provisions under Trade Union Act of 1926.	10	L3	CO3
Q.6	a.	List the punishment that can be imposed in case of indiscipline is proved in an industry organization.	3	L1	CO2
	b.	Discuss the steps in the process of collective bargaining.	7	L2	CO2
	c.	Explain negotiation and its forms.	10	L4	CO3

Q.7	a.	What is Charge sheet?	3	L1	CO2
	b.	Interpret the characteristics of Industrial relations.	7	L2	CO2
	c.	Discuss the provisions regarding health and welfare of workers laid down under Factories Act of 1948.	10	L4	CO2
Q.8	Case Study (Compulsory)				
	Mayhem at Maruti Suzuki, Manesar Plant Hariyana				
	<p>After having gone on a 13 days strike from 4th June 2014, the Mansar Plant of Maruti Suzuki again saw fresh trouble brewing. Five workers were suspended for having allegedly beaten up a supervisor of the plant. The workers went on 1 hour tool down strike immediately protesting against forcible eviction of five colleagues by the police. All the 5 suspended workers were issued show cause notice and out of the 5 suspended, 3 are office bearers of the Maruti Suzuki Employees Union (MSEU)</p> <p>This plant which produces 1200 cars per day suffered a loss of 50 units on account of this taken strike. Considering the waiting period of customers, this should only add to the pain. But looking at the pace of events, someone has some trick up their sleeves, either the management or the unions. In most of the cases the workers are caught unaware of the true facts.</p>				
	a.	Should there be an action initiated on the employees causing trouble, substantiate.	10	L3	CO2
	b.	What suggestions would you give to control the situation?	10	L3	CO2

CMRIT LIBRARY
BANGALORE - 560 037