

CBCS SCHEME

MBAHR314



Third Semester MBA Degree Examination, Dec.2025/Jan.2026
Industrial Relations and Legislations

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 the term 'Industrial Relations' and list the three primary parties involved in the IR system.	3	L1	CO1
	b.	Explain the Dunlop's System Model of Industrial Relations, highlighting the inputs and outputs of the system.	7	L2	CO1
	c.	Analyze the significance of the Pluralist and Marxist approaches in understanding industrial conflict in a contemporary Indian organization.	10	L3	CO1
Q.2	a.	State the primary objectives of the Trade Unions Act, 1926.	3	L1	CO2
	b.	Describe the major problems and challenges faced by the Trade Union movement in India today.	7	L2	CO2
	c.	Discuss the procedure for the registration of a Trade Union under the Trade Unions Act, 1926, and its subsequent rights.	10	L2	CO2
Q.3	a.	Define 'Strike' and 'Lay-off' as per the Industrial Disputes Act, 1947.	3	L1	CO2
	b.	Evaluate the role and effectiveness of Conciliation and Adjudication as statutory machinery for the settlement of industrial disputes in India.	7	L2	CO4
	c.	"Prevention is better than cure." Discuss this statement in the context of Industrial Disputes. What preventive measures are available under the ID Act, 1947?	10	L3	CO2
Q.4	a.	Who is an 'Occupier' under the Factories Act, 1948?	3	L1	CO2
	b.	Explain the statutory provisions related to the welfare of workers under the Factories Act, 1948.	7	L2	CO2
	c.	Critically analyze the provisions in the Factories Act, 1948, concerning the health and safety of workers, especially in hazardous processes.	10	L3	CO2
Q.5	a.	Distinguish between 'Minimum Wage' and 'Fair Wage.'	3	L1	CO2
	b.	Describe the procedure for fixing and revising Minimum Rates of Wages under the Minimum Wages Act, 1948.	7	L2	CO2

	c.	Examine the key provisions and the rationale behind the regulation and abolition of contract labour under the Contract Labour (Regulation and Abolition) Act, 1970.	10	L3	CO2
Q.6	a.	List the different types of Collective Bargaining.	3	L1	CO3
	b.	Analyze the prerequisites for a successful Collective Bargaining process in a multi-union environment.	7	L2	CO3
	c.	Critically evaluate the various forms of Workers' Participation in Management (WPM) in India and suggest measures to enhance its effectiveness.	10	L3	CO3
Q.7	a.	What is a 'Grievance'? List any three common causes of grievances in an industrial setting.	3	L1	CO2
	b.	Outline a model Grievance Redressal Procedure and explain why a formal procedure is essential for maintaining industrial peace.	7	L2	CO2
	c.	Explain the 'Red Hot Stove Rule' of Disciplinary Action. Discuss the conditions for effective disciplinary management in an organization.	10	L3	CO3
Q.8	CASE STUDY (Compulsory Question) :				
	<p>The Automation Conflict at 'TechCorp Manufacturing'</p> <p>TechCorp Manufacturing, employing 1500 permanent workmen, recently announced the installation of an advanced automation line, leading to the potential retrenchment of 250 workers in the assembly section. The recognized trade union, the 'TechCorp Workers' Union' (TWU), has strongly opposed the move, arguing it's an unfair labour practice and has demanded the application of the 'last come, first go' principle. The TWU has also issued a strike notice to management in a non-public utility service. The management argues that automation is essential for business viability and proposes a voluntary retirement scheme (VRS) but refuses to negotiate the overall automation decision. The negotiation process has broken down, and the union is preparing to move to the Conciliation Officer.</p>				
	a.	Analyze the potential legality of the proposed retrenchment and the employer's obligation towards the workmen under the relevant provisions of the Industrial Disputes Act, 1947.	5	L4	CO4
	b.	If you were the Conciliation Officer, what steps would you take to investigate and mediate the dispute, and what would be your suggested solution for the management and the union to maintain industrial peace?	7	L4	CO4
	c.	Critically evaluate the union's stance on the 'last come, first go' principle and the strike notice. Suggest alternative, more constructive methods of collective bargaining that the union could adopt in this situation.	8	L4	CO4