Printed Pages: 02 **Subject Code: NMBAHR02**

Paper Id: 270326 **Roll No:** | | | | | | | | | | |

MBA

(SEM III) THEORY EXAMINATION 2018-19

INDUSTRIAL RELATIONS & LABOUR ENACTMENTS

Time: 3 Hours ***Total Marks: 100***

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. 2 x 10 = 20

a. Define Industrial Relations.
b. Discuss any four problems faced by trade unions in India
c. Describe the term 'Layoff'.
d. What do you meant by Industrial Dispute?
e. Define Social Security.
f. Write any four Statuary labour welfare measures.
g. What is ILO?
h. Define collective bargaining.
i. Describe Gratuity.
j. Define Closure.

SECTION B

2. Attempt any *three* of the following: 10 x 3 = 30

a. Discuss the pre-requisites for collective bargaining.
b. Discuss the scope of Industrial Relation system and explain the role of various agencies involved in industrial relation system.
c. Describe applicability of Employee State Insurance Act 1948 and its benefits.
d. Explain the principles of "workers' compensation in management". Discuss the process of workers' participation in management in comparison with the process of "collective bargaining".
e. Discuss the trends in industrial relations in India.

SECTION C

3. Attempt any *one* part of the following: 10 x 1 = 10

(a) How an industrial dispute can be prevented and settled?
(b) Explain the objectives and scope of labour welfare measures in India.

4. Attempt any *one* part of the following: 10 x 1 = 10

(a) State the procedure of registration of trade union in India. Also explain the reason due to which cancellation of trade unions take place.
(b) "In the highest form of discipline, all are self regulated and all are free". Discuss the statement and enumerate the measures that are necessary for maintenance of discipline in an industrial organization.

5. Attempt any *one* part of the following: 10 x 1 = 10

(a) How are unions classified on the basis of membership structure and what do you mean by "union security"?
(b) Write short notes on the following –
    (i) Strikes and Lockouts
    (ii) Conciliations

6. Attempt any *one* part of the following: 10 x 1 = 10

(a) Explain effect of globalization and National Economy on industrial relations in India.

(b) Elaborate on grievance handling procedure.

7. Attempt any *one* part of the following: 10 x 1 = 10

(a) Explain the following –

(i) Concept of Discharge

(ii) Concept of Retrenchment

(b) Discuss the scope and provisions of Gratuity Act.