

2017

MBA

3rd Semester Examination

INDUSTRIAL RELATIONS

(Specialisation : Human Resource Management)

PAPER—HR-307

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

Answer All questions.

1. Answer any eight questions :

8×5

(a) State the objectives of industrial relations.

(b) Briefly describe 'red hot stove' rule in discipline.

(Turn Over)

- (c) Distinguish between 'Picketing' and 'Gherao'.
- (d) discuss the role of central board of workers education.
- (e) Define the term industrial disputes as per Industrial Disputes Act, 1947.
- (f) What do you mean by intramural labour welfare facility ?
- (g) Distinguish between positive and negative discipline with examples.
- (h) Discuss the role of Government to industrial relations.
- (i) There are two significant aspects of industrial relations. What are these aspects ? Explain them.
- (j) Some say 'trade union movement' and 'labour movement' are the same. As a student of MBA do you endorse this ? If you, why ? If not, why not ?
- (k) What is misconduct ? State and Explain any three acts of misconduct which are generally result to by employees of organizations.

- (l) (i) What is guerrilla strike ?
- (ii) Point out the differences between 'go-slow' and 'work-to-rule'.

2. Answer any *four* questions : 4×10

- (a) Discuss system model of industrial relations.
- (b) Describe the different forms of WPM in India.
- (c) Discuss model grievance handling procedure.
- (d) State the major problems of industrial workers in India.
- (e) Draw up an organizational structure of Quality Circle to be introduced in weaving section of a cotton textile factory where 1500 employees are working including to workers of each shift in weaving section. The factory runs three shifts a day. You must use imaginary names as and where required for preparation of structure of the QC. Also explain the functions of Steering Committee. 4+6
- (f) (i) Draw up a flow chart of disciplinary action from the stage of issuing charge sheet to the stage of issuing punishment order by the disciplinary authority.

(ii) Explain natural justice.

7+3

[Internal Assessment : 20 Marks]
