

2012

MASTER OF BUSINESS ADMINISTRATION

[Third Semester Examination]

INDUSTRIAL RELATIONS

(Specialisation : *Human Resource Management*)

PAPER—HR 306

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks

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

Illustrate the answers wherever necessary

**Write the answers to questions of each Half
in separate books**

(Turn Over)

FIRST HALF

[Marks : 50]

1. Answer any *four* questions : 5 × 4
- (a) Distinguish between 'trade union' movement and labour' movement.
 - (b) Write a note on 'Red Hot Stove Rule' in discipline.
 - (c) Briefly describe 'Unitary' perspective of Industrial Relations.
 - (d) Distinguish between 'productivity bargaining and 'Gain sharing'.
 - (e) State the role of vendors in quality management.
 - (f) Distinguish between 'Positive discipline' and 'negative discipline'.
2. Answer any *two* questions : 10 × 2
- (a) Give a comprehensive note on legal framework of industrial relations in India.
 - (b) Briefly describe the important phases of trade union movement in India.

- (c) Describe the collective bargaining process in detail.

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

3. Answer any *four* of the following : 5 × 4
- (a) Explain different models of industrial relations.
 - (b) What are the pre-requisites for healthy industrial relations ?
 - (c) Discuss briefly the different approaches to industrial relations.
 - (d) State the importance of discipline.
 - (e) What are the principles of Natural justice ?
 - (f) Write a short note on Domestic Enquiry.
4. Answer any *two* of the following : 10 × 2
- (a) Discuss briefly the different factors of Industrial Relations.

- (b) Briefly explain in detail the different ways of achieving industrial peace.
- (c) Briefly explain the role of I.R Specialists before and after strike.

[*Internal Assessment* : 10 Marks]
