

Region, there are five trade unions. All the unions are apparently controlled by internal leaders, though they have been holding such leadership positions for several years and their links with different political parties cannot be totally ruled out either.

The management of the local unit of the Eastern Region mentioned above has been dealing with that union which it believed had some links with the party in power in the State. Over the years the workers have come to believe that the management has not cared to deal with the union, which actually enjoyed the support of the majority of workers. Gradually workers appear to have lost faith in the management and sporadic incidents of indiscipline have also grown.

What steps in your view may develop a sense of confidence amongst the workers and improve the discipline at the workplace and why?

Register Number :

Name of the Candidate :

6 6 2 3

M.B.A. DEGREE EXAMINATION, 2013

(HUMAN RESOURCE MANAGEMENT)

(SECOND YEAR)

(PAPER - XII)

240. INDUSTRIAL RELATIONS

May]

[Time : 3 Hours

Maximum : 75 Marks

SECTION – A (5 × 3 = 15)

Answer any FIVE questions.

ALL questions carry EQUAL marks.

1. Explain the objectives of Industrial Relations System.
2. What is an Industrial Dispute under the Industrial Disputes Act?
3. List the issues in collective bargaining.

Turn Over

2

4. Whether trade unions are required in industries? Justify your answer.
5. Explain the concept of workers participation in management.
6. What are the functions of ILO?
7. Examine the meaning of the term 'strike' and 'lock-out'.
8. Write a brief note on Employers' Organization in India.

SECTION – B (3 × 10 = 30)

Answer any THREE questions.

ALL questions carry EQUAL marks.

9. What do you mean by Tripartite Consultations?
10. Explain the process of collective bargaining.
11. Explain the theories of Trade Unionism.
12. "By giving workers a voice in their companies, employers are blurring class distinctions and are trying to divert unions from their fundamental task of destroying capitalism." -Discuss.

3

13. Explain the background of establishment of ILO. Explain its aims and objectives.

SECTION – C (1 × 15 = 15)

Answer any ONE question.

14. Elaborate the role played by Indian Labour Conference on Industrial Relations in India.
15. What are the essential functions of joint management councils? Why have they not been successful in our country?
16. Do you think industrial conflicts is well-managed in our system? Give guidelines for management when there is dispute.

SECTION – D (1 × 15 = 15)

(Compulsory)

17. Ram Limited is engaged in manufacturing and marketing non-durable consumer products. It has units in different parts of the country. Most of the workers and some of the supervisory staff are unionized and belong to different trade unions. In one of the units in the Eastern

Turn Over