



BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES

3rd SEMESTER (BATCH 2018-20)

CLASS TEST – I

Employee Relations (18MBA-302C)

Total Marks : 15

Time: 1 Hour

Q1. Answer *all* (5X1=5 marks)

- a) Briefly explain the need and importance of Industrial Relations
- b) Who are the different parties to Industrial Relations?
- c) What does “Psychological Contract” signify?
- d) Describe the various approaches to Employee Relations Strategy.
- e) Discuss the importance of Employee Relationship Management.

Q2- Answer *any two* (2X2.5=5 marks)

- a) Discuss the major objectives of Industrial relations.
- b) How does IR-HRM-OB interface each other
- c) Explain the different approaches of IR

Q3. Answer *any one*. (1X 5=5marks)

- a) Conflict and Cooperation are integral part of any organization. Do you agree? Explain the importance of employer-employee relationship in maintaining a healthy industrial climate.
- b) In the present IR scenario, what, according to you, are the necessary conditions for a healthy industrial relations climate?
