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Total Number of Pages : 02

IMBA
16IMN802C

8th Semester Regular Examination: 2021-22

EMPLOYEE RELATIONS

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : J059

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Q1 Answer the following questions :

Part-I

(2×10)

- Define Trade Union
- What is meant by Industrial Relations?
- Define collective bargaining
- State the objectives of ILO.
- What is meant by Tripartism?
- What do you understand by code of Discipline?
- Why there is a need for a grievance procedure?
- Define Industrial Dispute as per the Industrial Dispute Act, 1947
- What does employment relationship signify?
- Differentiate between lockouts from strike.

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

Part-II

(6×8)

- Why do workers join Trade Union? Explain briefly the various types of trade union.
- Explain the different approaches of employee relations
- Define psychological contract and its types
- ERM promotes commitment, morale and trust in the organization. Comment.
- It is said that "Tripartism is the strength of ILO", explain. Write a brief note on the organizational structure of ILO.
- Define conciliation. Explain the process of conciliation.
- Distinguish between blue-collar unions and white-collar unions with examples.
- Distinguish between a grievance and dispute with examples.
- How can trade unionism be made an effective tool of industrial relations in the context of India?
- Discuss the systems approach to industrial relations.
- Why do employee grievances arise? suggest suitable steps to handle employee grievances.
- State and explain the reasons for which employees are joining the trade union.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Conflict and Cooperation are integral part of an organization. Do you agree? Explain the importance of employer-employee relationship in maintaining a healthy industrial climate. **(16)**
- Q4** What is meant by Collective Bargaining? Bring out clearly the merits and demerits of collective bargaining as method of settling Industrial disputes. **(16)**
- Q5** What are the functions of trade unions? Examine whether the trade unions in India have been able to fulfil these functions. **(16)**
- Q6** Explain the concept of workers participation in management and its benefits. **(16)**