

Registration No :

--	--	--	--	--	--	--	--	--	--

Total Number of Pages : 01

MBA
18MBA302C

3rd Semester Regular Examination 2019-20

EMPLOYEE RELATIONS

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HR850

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.

Part-I

Q1 Only Short Answer Type Questions (Answer All-10) (2 x 10)

- Why is employee relation significant in industries?
- Why is participative management significant in Industries?
- What is a standing order?
- Name two of the preventive machineries of industrial dispute in India.
- List out four legislations relating to employee relation in India.
- List out two names of Trade unions in India.
- Write the concept of Tripartism in the context of IR.
- Write briefly about radical approach to Trade Union.
- Write a note on workers committee.
- Write briefly about code of discipline.

Part-II

Q2 Only Focused Short Answer Type Questions (Answer Any Eight out of Twelve) (6 x 8)

- Distinguish between recognized trade union and registered trade union?
- Explain the provisions under Trade Union Act 1926
- Distinguish between blue-collar unions and white-collar unions with examples.
- Explain the role of ILO in framing employee legislations in India.
- Distinguish between strikes and lockouts. Explain various forms of protests.
- Explain industrial relation system developed by John Donlop.
- Distinguish between employee relation and industrial relation.
- Explain various types and structure of trade unions in India.
- Explain the reasons, employees have for joining trade union.
- Explain psychological contact and its importance in employee relation.
- Distinguish between a grievance and a dispute with examples.
- Explain the industrial relation system in India

Part-III

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

Q3 "Collective Bargaining is a process where employees go to collect and employer bargains." Discuss the statement in the light of role of HR as a trouble shooter. (16)

Q4 Discuss the causes of industrial dispute and its settlement machinery in India. (16)

Q5 Do you think that trade unions are losing ground with the rise of Industry 4.0? justify your arguments (16)

Q6 Explain the structure and the functions of ILO. Explain core fundamental conventions of ILO. (16)