6. Define Grievance and give its characteristics.

5. Briefly discuss the essentials of a Good Disciplinary System.

4. Explain the Characteristics and Objectives of Counselling.

3. State the characteristics of a Trade Union.

2. Write short note on „Strike and Lay off‟.

1. Explain the main causes of Industrial Dispute.

Answer any FIVE questions.

PART A — (5 x 6 = 30 marks)

Maximum: 100 marks

Three hours: Three batches (2012 - 13 Batch onwards)

INDUSTRIAL RELATIONS MANAGEMENT

Human Resource Management

Third Semester

DECEMBER 2014 / JANUARY 2015

M.B.A. DEGREE EXAMINATION

MHR 3004

Statement

Management or Union to break the agreement?

(a) Suggest additional reasons from the above.

(b) Predict the outcome of this dispute.

(c) Explain the reasons for management action.

(d) Explain the Union’s rationale of the latest demand.

Questions:

It also stated that their offer of present agreement

except to go for a lockout.

unacceptable and they have no other alternative

The Union gave a public statement

nothing. The Union gave a public statement did

(MBA 3004)
7. Why Collective Bargaining [Bipartite Mechanism] has not flourished in India?

8. Describe the nature and scope of the labour administration.

   PART B — (5 × 10 = 50 marks)

   Answer any FIVE questions.

9. What are the causes of Industrial unrest?

10. Give a brief idea of the functions of adjudication machineries to settle disputes.

11. Briefly explain the Structure of Trade Unions in India.

12. Trace the Historical Evolution of Trade Union movement in India?

13. Explain the Objectives of Workers' Participation in Management.

14. What are the Procedure adopted for Taking Disciplinary Action taken?

15. Briefly explain about the ILO and its objectives.

16. Write a short-note on various Government machineries used to settle the industrial disputes?

PART C — (1 × 20 = 20 marks)

Compulsory.

17. Case Study

M/S XYZ limited is private company making tyres with their HQ at Cochin. Labor management relations were cordial. They have three years wage agreement renewed periodically without any strike or lockout for the last ten years. There were three main Unions ENTUC, AITUC and CITU owing allegiance to respective political parties.

Current wages agreement is likely to expire shortly. Mr. Joseph, Director, HR was holding negotiations with union leaders for the last three months. During this period, he sorted out differences on all seven out of 8 points. The 8th point was in regard to the wages increase. Union originally demanded a wage raise of 30% whereas the management was prepared to go only for 15%. After a series of discussion, Union leaders agreed to come down to 25% and the management has agreed to increase to 17%. The settlement continued for the next 20 days. Finally the management has accepted 18% increase. Union leaders did not agree and called for a strike.