

AU-1616

M.B.A. Semester-III Examination
MANAGEMENT OF INDUSTRIAL RELATIONS
Paper-MBA/3301/H

Time : Three Hours]

[Maximum Marks : 70

SECTION-A

1. (A) What is industrial dispute ? Discuss general causes of industrial dispute which results in bad industrial relations. 14

OR

- (B) How socio-economic scenario influences industrial relations in Indian context ? Discuss. 14

SECTION-B

2. (A) Define trade union. Discuss the nature and scope of trade union. 7
(B) Mr. Ramesh is a young, energetic trade union leader. He is always in mood to fight against the management. As a HR professional you are required to guide Mr. Ramesh about the penalties and false submission. 7

OR

- (C) Discuss the role of trade unions in developing industrial relations. 7
(D) "Multiplicity of unions instead solving the problems of workers are fighting among themselves." Do you agree with this statement ? Justify your views. 7
3. (A) Discuss the Hot-stove rule of undergoing discipline. 7
(B) Mr. Ramesh was caught sleeping at workplace in duty hours. Mr. Ghosh who observed him sleeping overlooked his mistake. But now he found that he is also smoking in prohibited areas. So what disciplinary action Mr. Ghosh should take against Mr. Ramesh ? 7

OR

- (C) What are the advantages to employees and employer of collective settlement ? Discuss. 7
- (D) Modern industrial system is threatened by the destroying industrial disharmony characterized by bitter relationship between the employers and the workers. As a IR expert discuss your views to bring out the industrial peace and prosperity. 7

SECTION-C

4. (A) What is empowerment ? Discuss the need of empowerment. 7
- (B) What type of technical innovations can be made in improving industrial relations ? Discuss. 7

OR

- (C) How conciliation and adjudication help to improve industrial relations ? Discuss. 7
- (D) Discuss the role of quality circle in empowerment. 7

SECTION-D

5. The Aristocrat Baggages Company was suggested a consultative input regarding an innovation on the dispatch procedure provided by an operator Mr. Raman. Two year after the incident, the company appointed a new Dispatch Manager. A year later, the newly appointed gave a formal introduction to a new dispatch procedure and it was virtually similar to the idea provided by Mr. Raman almost three years back.

The company accepted the idea provided by the manager and this lead to an emotional distress in the mind of Mr. Raman.

Questions :

- (i) What is the problem in this case ? 7
- (ii) Should it be mandatory for the suggestion committee to give reasons if it turns down any suggestion by the worker ? 7