

**AT-1424**

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

Time : Three Hours]

[Maximum Marks : 70

**Note :—** (1) Attempt **ALL** questions.

(2) Figures to the right indicate full marks.

**SECTION—A**

1. (a) How Industrial Relations problems in Public sector companies differ from Industrial Relations problems in Public limited companies. ? Discuss. 14

**OR**

- (b) Discuss how Industrial Relations are influenced by Socio-economic changes in India. 14

**SECTION—B**

2. (a) How workplace conflicts can be predicted ? Explain. 7
- (b) Pawan Aluminium is profit making company. Management announced Rs. 10,000/- as Diwali Bonus to all workers. Production Department workers demanded more of bonus than other departments claiming that their contribution is more. Management refused their demand which gave emergence to Industrial dispute. As IR expert, how can you resolve this issue ? 7

**OR**

- (c) Explain grievance handling procedure in brief. 7
- (d) The workers of Ashok Chemicals are in the habit of violating the rules of discipline frequently. You as HR consultant, deputed to tackle the issue. How will you deal with this issue of indiscipline ? 7

3. (a) What is co-ownership ? Discuss. 7
- (b) Vinod Fabrication is a medium scale company. CEO of a company wishes to introduce the concept of 'Shop Council' to increase workers participation in decision making. You are HR Manager in the company. How will you help CEO to form shop council ? 7

**OR**

- (c) Explain the prerequisites for productive bargaining. 7
- (d) Mr. Singh has joined as CEO of Ajit Pharma. He studied the working of a company for a month and observed that there is no involvement of workers in decision making. He is of the view that if participative management approach is used the performance of the company can be improved. You as HR consultant are asked to implement the worker participation program in a company. How will you do it ? 7

**SECTION—C**

4. (a) What do you understand by conciliation ? 7
- (b) Explain the role of labour administration in Industrial relations. 7

**OR**

- (c) 'Quality Circle is a tool of employees empowerment' Discuss. 7
- (d) Explain the term adjudication with examples. 7

**SECTION—D**

5. Atharva Metals is a manufacturing company. There are three unions in the company and one union is recognised. The company is facing frequent labour problems. Management do not have healthy relations with Trade Union. There is always a dispute between management and Trade Union. New CEO is planning to have more work on contract basis so that Union will not be able to create problem. But for this regular manpower will have to be reduced. Trade unions came to know about this and started opposing the move of management. Union also threatened management to go on strike if the contract system is adopted.

**Questions :**

- (1) Analyse the case. 3
- (2) How management can reduce the manpower so that Union will not have objection ? 5
- (3) Is the decision of CEO correct ? Justify your answer. 6