



Reg. No. : .....

Name : .....

**Third Semester M.A. (Human Resource Management) Degree  
Examination, January 2017  
HRM 2.3.1 : INDUSTRIAL RELATIONS  
(2014 Admission Onwards)**

Time: 3 Hours

Max. Marks: 75

**PART - I**

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks :

1. Which are the three actors of industrial relations ? Mention their roles.
2. What are misconducts ? List out a few.
3. Distinguish between trade unions and trade union federations.
4. What do you understand by referendum with regard to trade union recognition ?
5. What are public utility services as per the Industrial Disputes Act, 1947 ?
6. What do you mean by memorandum of settlement ?
7. Distinguish between legal and illegal lock outs.
8. Define collective bargaining. What are the different types of collective bargaining ?
9. What is a negotiated settlement ? Mention the skills for effective negotiation.
10. What do you understand by code of discipline and conduct ? **(10×2=20 Marks)**

**PART - II**

Answer **any five** questions. **Each** answer **not** to **exceed 500** words. **All** questions carry **equal** marks :

11. Who is a certifying officer as per the Industrial Employment (Standing Orders) Act, 1946 ? How are standing orders certified ?
12. How is domestic enquiry conducted in an organization ? Enlist the major steps.



13. What are the functions of trade unions ? How do trade unions manage their finances ?
14. Briefly explain the rationale and scope of trade union functions in the IT sector.
15. What are the causes and effects of industrial disputes ?
16. What are the duties of conciliation officers ? How can conciliation be made more effective ?
17. How do grievances occur ? Briefly explain the method of their redressal.
18. What leads to sexual exploitation of women at workplace ? Mention the legal provisions to prevent it. **(5×5=25 Marks)**

### PART – III

Answer **any two** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks :

19. Trace the evolution of industrial relations in India highlighting the major milestones of its transformation.
20. Explain the procedure for the registration of a trade union as per the Indian Trade Unions Act, 1926.
21. Explain the process of adjudication, highlighting its significance and the different adjudicating machineries.
22. Examine the relation between HRM and IR in a liberalized world. What management approach would be suitable for realigning this relationship ? **(2×15=30 Marks)**