



Reg. No. :

Name :

Third Semester M.A.P.M. Degree Examination, February 2011
(New Scheme – 2006 Admn.)
PM 231-Paper – I : INDUSTRIAL RELATION

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. **All** questions carry **equal** marks. **Each** answer not to exceed **300** words :

1. What is the role of government in maintaining peaceful industrial relations in organizations ?
2. What are the emerging functions of trade unions in the present IR context ? Comment on the external leadership of trade unions.
3. Bring out the difference between legal and illegal strikes. How do IR managers deal with illegal strikes ?
4. What are unfair labour practices ? Give examples. How can victimisation of workers be prevented ?
5. What is the difference between conciliation undertaken by conciliation officers and boards of conciliation ? Mention the role of IR managers in conciliation.
6. When can a worker be retrenched by the management ? Examine the relevant ID Act provisions and the recent amendments.
7. What is the typical nature of grievances in organizations ? How can they be redressed effectively ?
8. How are graduate apprentices appointed in industrial units ? Comment on their terms and conditions of apprenticeship.

(5×6=30 Marks)



PART – B

Answer **any three** questions. All carry **equal** marks. Each answer **not** to exceed **1500** words :

9. What are standing orders ? Explain the legal formalities involved in certifying standing orders. Also, examine the relevance of standing orders in the light of the emergence of new age organizations.
10. How is recognition of trade unions different from registration of trade unions ? Explain the procedure for conducting referendum in industrial units.
11. What is collective Bargaining ? How are collective bargaining agreements registered ? Explain the scope of collective bargaining in non-unionised industries.
12. Do you think Industrial Disputes act promote better IR in industries ? Why ? Substantiate your answer by citing examples from the current scenario and your field work experience.
13. Critically analyze the labour problems prevailing in public sector organizations. How can industrial peace be maintained in PSUs ? Also, examine the scope for a National Industrial Relations policy for PSUs in India. **(3×15=45 Marks)**