



Reg. No. :

Name :

Third Semester M.A.P.M. Degree Examination, January 2010
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. How are terms and conditions of employment determined through standing orders ?
2. How are Trade Union Federations formed ? What is their role in Industrial Relations ?
3. Bring out the difference between lay-off and lock out. What are the legal formalities involved in declaring a lock out ?
4. Distinguish between factory and industry from a legal point of view. What are public utility services ?
5. Briefly explain the procedure for conducting voluntary arbitration of disputes. What is the role of National Arbitration Promotion Board in arbitration mechanism ?
6. When do Labour Courts and Industrial Tribunals come into the picture of settling industrial disputes ? Comment on the qualifications prescribed for presiding officers.
7. What is the origin of grievances ? Do individual grievances lead to disputes in organizations ? How can individual grievances be redressed ?
8. What is the role of Employment Exchanges in the recruitment of workers in organizations ? Examine the legal provisions.

(5×6=30 Marks)



PART – B

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

9. Explain the scope of industrial relations. Examine the different approaches to IR and bring out the relevance of Strategic Industrial Relations.
10. Critically analyze the role of Trade Unions in the post-liberalization era in our country. Can trade unions survive in agitation-free industrial scenario. How ?
11. Make an evaluation of the efficiency of collective bargaining system in India. Examine the role of Trade Unions and their leadership in promoting collective agreements in firms.
12. Industrial Disputes Act manages disputes only and never prevents disputes from occurring. Do you agree with this statement ? Why ? Suggest suitable amendments to ID Act to make it more effective.
13. Prepare an action plan for improving the IR scenario in Kerala. What role the HR department can play in this regard ? Outline the relationship between investments and industrial relations climate. **(3×15=45 Marks)**