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Reg. No. :

Name :

**Third Semester M.A. (Personnel Management) Degree Examination,
January 2012
P.M. 2.3.1 : INDUSTRIAL RELATIONS**

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 are model standing orders ? When do they become applicable to organizations ?
2. What are the different causes of industrial unrest and indiscipline in firms ?
3. What are the issues pertaining to multiplicity of unions in companies ? How can they be dealt with ?
4. When to strikes and lock outs become illegal ? Mention the relevant statutory provisions as given in the Industrial Disputes Act, 1947.
5. Define collective bargaining. What are the pre-requisites for successful collective bargaining ?
6. How can voluntary arbitration be used in settling industrial disputes ? Mention the role of National Arbitration Promotion Board in voluntary arbitration in India.
7. Briefly explain the nature of disputes handled by labour courts and industrial tribunals for settlement.
8. How are apprentices recruited as per the Apprentices Act, 1961 ? How do trainees and apprentices influence industrial relations in a firm ?

(5×6=30 Marks)

P.T.O.



PART – B

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

9. Explain the different approaches to industrial relations. Also, comment on the changing role of various actors of industrial relations in a more liberalized India.
10. Trace the evolution of trade union movement in India highlighting the major milestones. Explain also, the various procedures for recognition of trade unions in organizations.
11. Explain in detail, the procedure for conciliation followed by conciliation officers and boards of conciliation in the settlement of industrial disputes. Suggest measures to improve the efficacy of conciliation machinery.
12. Critically analyze the recommendations given by the second National Commission on Labour on maintenance of peaceful industrial relations in PSUs. What is the relevance of the code of discipline and industrial truce resolution in the present day context ?
13. Elaborate the procedure for reprisal of employee grievances. Mention the statutory provisions relating to handling of individual grievances.

(3×15=45 Marks)