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7303

Reg. No. :

Name :

Third Semester M.A. Degree Examination, January 2014
(Personnel Management)
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. Mention the roles of central and State Governments in maintaining harmonious industrial relations in industries.
2. Briefly explain the causes and nature of industrial conflicts and their different manifestations.
3. Write a note on National Federations of trade unions.
4. Bring out the difference between lay off and lock out. When does lock out become illegal ?
5. What are unfair labour practices ? How can they be curbed ?
6. Explain the role and functions of conciliation officers.
7. What are the emerging trends in the field of industrial relations among PSUs in India ?
8. Outline briefly the procedure for redressal of grievances. **(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. Highlight the role of standing orders in regulating terms and conditions of employment of employees in firms. Explain the procedure for the certification of standing orders.
10. Explain the statutory provisions relating to the registration of trade unions. What are the various methods of recognizing trade unions in organizations ?
11. Discuss the types, approaches and the process of collective bargaining. How are collective agreements registered ?
12. Discuss the role of labour courts and industrial tribunals in the settlement of industrial disputes. Can voluntary arbitration be preferred to compulsory arbitration ? Why ?
13. Explain in detail, the process of holding domestic enquiry in organizations. What is the role played by the HR department in this ? **(3×15=45 Marks)**