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Reg. No. : .....

Name : .....

**Third Semester M.A. (Human Resource Management) Degree  
Examination, January 2016  
HRM 2.3.1 : INDUSTRIAL RELATIONS  
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

**PART - I**

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

1. Outline the conceptual framework of industrial relations.
2. Mention the role of employers and trade unions in industrial relations.
3. Who is registrar of trade unions ? What are his powers and functions ?
4. Distinguish between registration and recognition of trade unions.
5. What is a works committee ? What is its constitution ?
6. When is a board of conciliation constituted ?
7. Distinguish between legal and illegal strikes.
8. What are the different approaches to collective bargaining ?
9. How do grievances occur ? Mention the method of their redressal.
10. Enlist a few misconducts. How can they be dealt with using non-statutory measures ?

**(10×2=20 Marks)**



## PART – II

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

11. What do you understand by code of discipline ? Mention its applicability.
12. When is domestic enquiry initiated ? What is the role of HR department in the domestic enquiry procedures ?
13. What are the rights and responsibilities of registered trade unions ?
14. Examine the problems of multiplicity of unions and external leadership among trade unions in India.
15. Distinguish between settlements and awards. How are they arrived at ?
16. How is mediation different from conciliation ? Briefly explain the process of mediation.
17. Explain the process of collective bargaining. What are the negotiation skills required for effective bargaining ?
18. Briefly explain the relevant statutory provisions for the prevention of sexual harassment of women at workplace. (5×5=25 Marks)

## PART – III

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

19. What are model standing orders ? Discuss the role of standing orders in maintaining industrial discipline.
  20. Briefly explain the characteristics of labour and trade union movement in developed nations.
  21. Explain the causes and effects of industrial disputes in India. Also, examine the scope of voluntary arbitration in the settlement of disputes.
  22. Examine the relation between industrial relations and employee relations. What strategies are required to manage industrial relations in new-age organizations ? (2×15=30 Marks)
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