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Reg. No. : .....

Name : .....

**Third Semester M.A. (Human Resource Management) Degree  
Examination, January 2018  
HRM 2.3.1 : INDUSTRIAL RELATIONS  
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

**PART – I**

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

1. Give the meaning of industrial relations.
2. What is the role of government in industrial relations ?
3. What are trade union federations ? Give examples.
4. Distinguish between internal and external trade union leaderships.
5. Define industrial dispute.
6. What is a court of enquiry ?
7. What are unfair labour practices ? List out a few.
8. Outline the concept of collective bargaining.
9. Distinguish between grievance and complaint.
10. Mention a few non-statutory measures for maintaining discipline. (10×2=20 Marks)

**PART – II**

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

11. What are the causes of industrial conflicts ? How can industrial peace be maintained ?
12. Explain the principles of natural justice.

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13. How is recognition of trade unions done ? What are the privileges of such unions ?
14. What is the problem of multiplicity of unions ? How can this be overcome ?
15. How is mediation helpful in the settlement of industrial disputes ?
16. *What is adjudication ? Distinguish between labour courts and industrial tribunals in terms of their matters of reference.*
17. What are collective agreements ? Briefly explain the skills to be possessed by negotiators.
18. How can harassment of women at workplace be dealt with ? Examine the relevant legal provisions. (5×5=25 Marks)

PART - III

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

19. Discuss the major provisions of the Industrial Employment (Standing Orders) Act, 1946. Also, examine the current relevance of the Act.
  20. Explain the functions, structure and problems of trade unions in India.
  21. Explain the process of conciliation for the settlement of industrial disputes. Comment on the efficacy of the system.
  22. Discuss the impact created by technological changes on industrial relations in organizations. What are the emerging trends in the field of IR ? (2×15=30 Marks)
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