

Reg. No. :

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5228

Name :

Third Semester M.A. Examination, November 2007

PERSONNEL MANAGEMENT

PM 2.3.1 Industrial Relations

(2006 admns)

Time: 3 Hours

Max. Marks: 75

PART - A

Answer **any five** of the following. All questions carry **equal** marks. Each answer need not exceed **300** words.

1. What are the causes and effects of industrial disputes ? Explain with examples.
2. What is productivity bargaining ? Explain the different modes of recognizing a trade union.
3. What are the differences in procedures for step-ladder method and open door policy in grievance redressal ?
4. What is the relevance of the Employment Exchange (Compulsory notification of vacancies) Act, 1959 in the present day context ?
5. Describe the effectiveness of the Code of Conduct in industry.
6. Explain the role of government, employers and trade unions in an industrial relations system as per the John.T.Dunlops three actor theory of IR.
7. Distinguish legal and illegal strikes and lockouts as per Industrial Disputes Act, 1947.
8. What are the special privileges/protections given to a trade union office bearer, who is also a regular employee of the organization ? (6×5=30)

P.T.O.

PART - B

Answer **any three** questions, each in about **1500** words. **Each** question carries **15** marks.

9. Trace the growth and achievement of the trade union movement in India.
 10. Discuss the various statutory and non-statutory machineries available for achieving industrial harmony in India.
 11. Discuss the recent trends in Industrial Relations in India.
 12. Examine the present state of Industrial Relations in Kerala. Should there be trade unions in IT and BPO industries in Kerala ?
 13. Critically examine the statement "third party intervention in industrial disputes detrimental to the democratic process in collective bargaining". **(15×3=45)**
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