



Reg. No. :

Name :

Third Semester M.A. Degree Examination, November 2008
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 carry **equal** marks. Each Answer **not** to exceed **300** words. (6×5=30 Marks)

1. Define the term strike as per the Industrial Disputes Act, 1947.
2. What is the difference between strike and lockout as per the ID Act, 1947 ?
3. What is the difference between lockout and lay off as per the ID Act, 1947 ?
4. What is the provision relating to subsistence allowance as per the Industrial Employment (Standing orders) Act 1946.
5. In the context of disciplinary proceedings, when is suspension a punishment and when it is not ?
6. What is the difference between 12 (3) settlement and 18 (1) settlement ?
7. Explain whether 'go slow' is treated as strike or not.
8. Define trade union as per Trade union Act, 1926.



PART - B

Answer **any three** questions **each** in about **1500** words. **Each** question carries **15** marks. **(15×3=45 Marks)**

9. Explain the inputs, process and the output of collective bargaining.
10. What are the modifications that you would suggest if the present Trade Union Act, 1926 is to be amended so as to be just and equitable to all the stakeholders ?
11. What is an industrial dispute ? What is the difference between industrial dispute and a grievance ? Can an individual employee raise an industrial dispute ?
12. Explain the different dispute settlement machineries under the ID Act, 1947 ?
13. The focus of the Industrial Disputes, Act 1947 is settlement of disputes post facto and not prevention which would have been more desirable. Comment.