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(Pages : 2)

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Name.....

**THIRD SEMESTER M.A. DEGREE EXAMINATION
NOVEMBER/DECEMBER 2002**

Personnel Management

PM 231—INDUSTRIAL RELATIONS AND LABOUR ADMINISTRATION

Time : Three Hours

Part I

Maximum : 75 Marks

Answer any **five** questions

Answers should not exceed **300 Words**.

Each question carries **6 Marks**.

1. How are Standing Orders certified? Why new-age organisations are reluctant to frame Standing Orders?
2. When is a Board of Conciliation constituted? What are the powers of the Board?
3. Write notes on (a) Long Term Agreement, (b) Long Term Settlement, and (c) Award.
4. When does a strike become illegal? As a Personnel Executive, how would you justify the enforcement of ESMA?
5. Explain the scope of Labour Administration in India.
6. Distinguish between ILO Conventions and Recommendations. Mention some of the conventions that influenced Labour Administration in India.
7. Briefly explain the administrative structure and functions of the Kerala State Labour Department.
8. What is the relevance of Labour Research in India? Explain the activities of any two agencies involved in labour research mentioning their significant contributions.

(5x6=30 marks)

Part II

Answer any **three** questions

Answers should not exceed **1500 words**.

Each question carries **15 Marks**

9. What is Grievance? Explain the different ways to manage grievances of employees mentioning the role of HR department.
10. What are the major statutory provisions relating to Adjudication? Will adjudication help in the speedy settlement of industrial disputes? Why?

Turn over

11. What role Industrial Relations Managers can play in projecting Kerala as an investor-friendly state without harming the interests of the labour? Prepare a draft IR policy for our State.
12. Discuss the consequences of PSU disinvestments on Indian labour. Suggest measures for creating social security net for the retrenched employees.
13. Labour related cases should be dealt time-bound. Examine this statement in the light of the backlog of labour disputes in Indian courts.

(3x15=45 Marks)