THIRD SEMESTER M.A. DEGREE EXAMINATION
NOVEMBER/DECEMBER 2003

Branch—Personnel Management

PM 231—INDUSTRIAL RELATIONS AND LABOUR ADMINISTRATION

Time : Three Hours   Maximum : 75 Marks

Part I

Answer any **five** *questions.*
Answers should not exceed 300 words.
Each question carries 6 marks.

1. Give a legal definition for Industrial Dispute. What are the major reasons for industrial disputes in Kerala ?

2. What is a Memorandum of settlement ? Mention the role of IRCs in settling disputes.

3. Write a note on the National Arbitration Promotion Board. What is a consent agreement in voluntary arbitration ?

4. How is Industrial Relations Audit conducted ? What is its relevance ?

5. What are the constitutional provisions relating to labour in India ? Has this vision been accomplished ?

6. Explain the role of tripartite bodies in Indian labour administration mentioning their significant contributions.

7. Give suggestions to make the Kerala State Labour Department more efficient and professional.

8. What is the admissible rate of L.T.O. in manufacturing industries ? As an HR executive, how will you reduce the rate of excessive L.T.O ?

(5 × 6 = 30 marks)

Part II

Answer any **three** *questions.*
Answers should not exceed 1500 words.
Each question carries 15 marks.

9. Explain the concept of Collective Bargaining. What is the relevance of collective bargaining in post-liberalization era ? Also, mention the changing role of Trade Unions in collective agreements.

10. What are the different types of strikes ? Critically analyse the role of strikes in turning Kerala into a graveyard of industries. Can you suggest a better method of employee protests ?

11. Discuss the changing role of Labour Administration in India.

12. Critically analyse the labour policy of the Government of Kerala with special reference to the loading and unloading workers.

13. Explain the need for evolving a National social security policy for the retrenched labour force. What are the recommendations of the second National Labour Commission in this respect ?

(3 × 15 = 45 marks)