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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2020**

HRM 2.3.1 : Industrial Relations

(2014 to 2017 Admission)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** the questions. Each answer should not exceed **50** words. All questions carry equal marks.

1. Write a note on 'grievance redressal'.
2. What is the purpose of 'charge sheet'?
3. What is 'retrenchment'?
4. Differentiate 'strike' and 'lockout'.
5. Comment on 'Trade Unions Act' 1946.
6. Under what conditions can a 'lockout' be called an 'illegal lockout'?
7. Briefly discuss the difference between Labour Court and Industrial tribunal under the Industrial Disputes Act, 1947.
8. Briefly discuss definition of 'industrial dispute'.

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9. When is subsistence allowance payable under the Industrial Employment Standing Orders Act, 1946?
10. Comment on whether suspension pending inquiry is a punishment or not.

(10 × 2 = 20 Marks)

PART – II

Answer **five** questions. Each answer should not exceed **500** words. All question carry equal marks.

11. Differentiate the purpose of Industrial Disputes Act, 1947 and the Industrial Employment Standing Orders Act, 1946.
12. Differentiate 'lay off and 'dismissal'.
13. Differentiate 'conciliation', arbitration' and adjudication'.
14. Differentiate 'Labour Court' and 'Court of inquiry.
15. Comment on the relevance of industrial Relations in the era of knowledge work.
16. Briefly explain the 'writ of mandamus'.
17. What are the immunities available to trade union the Trade Unions Act, 1926.
18. Briefly explain how the principles of natural justice are complied in practice.

(5 × 5 = 25 Marks)

PART – III

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

19. Elaborate on 12(3) settlement and 18(1) settlement.



20. Elaborate the adequacy of the Industrial Employment Standing Orders Act, 1946.
21. What are the IR related laws presently in force? Discuss the scope for simplification of the same.
22. Elaborate on the steps in a domestic enquiry leading to disciplinary punishment or acquittal.

(2 × 15 = 30 Marks)

