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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2016
HRM 2.3.1 : INDUSTRIAL RELATIONS
(2014 Admission)**

Time : 3 Hours

Max. Marks : 75

PART - I

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

1. Outline the conceptual framework of industrial relations.
2. Mention the role of employers and trade unions in industrial relations.
3. Who is registrar of trade unions ? What are his powers and functions ?
4. Distinguish between registration and recognition of trade unions.
5. What is a works committee ? What is its constitution ?
6. When is a board of conciliation constituted ?
7. Distinguish between legal and illegal strikes.
8. What are the different approaches to collective bargaining ?
9. How do grievances occur ? Mention the method of their redressal.
10. Enlist a few misconducts. How can they be dealt with using non-statutory measures ?

(10×2=20 Marks)



PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks.

11. What do you understand by code of discipline ? Mention its applicability.
12. When is domestic enquiry initiated ? What is the role of HR department in the domestic enquiry procedures ?
13. What are the rights and responsibilities of registered trade unions ?
14. Examine the problems of multiplicity of unions and external leadership among trade unions in India.
15. Distinguish between settlements and awards. How are they arrived at ?
16. How is mediation different from conciliation ? Briefly explain the process of mediation.
17. Explain the process of collective bargaining. What are the negotiation skills required for effective bargaining ?
18. Briefly explain the relevant statutory provisions for the prevention of sexual harassment of women at workplace. (5×5=25 Marks)

PART – III

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

19. What are model standing orders ? Discuss the role of standing orders in maintaining industrial discipline.
 20. Briefly explain the characteristics of labour and trade union movement in developed nations.
 21. Explain the causes and effects of industrial disputes in India. Also, examine the scope of voluntary arbitration in the settlement of disputes.
 22. Examine the relation between industrial relations and employee relations. What strategies are required to manage industrial relations in new-age organizations ? (2×15=30 Marks)
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Max. Marks: 75

PART - I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks :

1. Which are the three actors of industrial relations ? Mention their roles.
2. What are misconducts ? List out a few.
3. Distinguish between trade unions and trade union federations.
4. What do you understand by referendum with regard to trade union recognition ?
5. What are public utility services as per the Industrial Disputes Act, 1947 ?
6. What do you mean by memorandum of settlement ?
7. Distinguish between legal and illegal lock outs.
8. Define collective bargaining. What are the different types of collective bargaining ?
9. What is a negotiated settlement ? Mention the skills for effective negotiation.
10. What do you understand by code of discipline and conduct ? **(10x2=20 Marks)**

PART - II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks :

11. Who is a certifying officer as per the Industrial Employment (Standing Orders) Act, 1946 ? How are standing orders certified ?
2. How is domestic enquiry conducted in an organization ? Enlist the major steps.

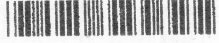


13. What are the functions of trade unions ? How do trade unions manage their finances ?
14. Briefly explain the rationale and scope of trade union functions in the IT sector.
15. What are the causes and effects of industrial disputes ?
16. What are the duties of conciliation officers ? How can conciliation be made more effective ?
17. How do grievances occur ? Briefly explain the method of their redressal.
18. What leads to sexual exploitation of women at workplace ? Mention the legal provisions to prevent it. **(5×5=25 Marks)**

PART - III

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

19. Trace the evolution of industrial relations in India highlighting the major milestones of its transformation.
20. Explain the procedure for the registration of a trade union as per the Indian Trade Unions Act, 1926.
21. Explain the process of adjudication, highlighting its significance and the different adjudicating machineries.
22. Examine the relation between HRM and IR in a liberalized world. What management approach would be suitable for realigning this relationship ? **(2×15=30 Marks)**



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Reg. No. :

Name :

**Third Semester M.A. (Human Resource Management) Degree
Examination, January 2018
HRM 2.3.1 : INDUSTRIAL RELATIONS
(2014 Admission Onwards)**

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks :

1. Give the meaning of industrial relations.
2. What is the role of government in industrial relations ?
3. What are trade union federations ? Give examples.
4. Distinguish between internal and external trade union leaderships.
5. Define industrial dispute.
6. What is a court of enquiry ?
7. What are unfair labour practices ? List out a few.
8. Outline the concept of collective bargaining.
9. Distinguish between grievance and complaint.
10. Mention a few non-statutory measures for maintaining discipline. **(10×2=20 Marks)**

PART – II

Answer **any five** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks :

11. What are the causes of industrial conflicts ? How can industrial peace be maintained ?
12. Explain the principles of natural justice.

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13. How is recognition of trade unions done ? What are the privileges of such unions ?
14. What is the problem of multiplicity of unions ? How can this be overcome ?
15. How is mediation helpful in the settlement of industrial disputes ?
16. What is adjudication ? Distinguish between labour courts and industrial tribunals in terms of their matters of reference.
17. What are collective agreements ? Briefly explain the skills to be possessed by negotiators.
18. How can harassment of women at workplace be dealt with ? Examine the relevant legal provisions. (5×5=25 Marks)

PART – III

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

19. Discuss the major provisions of the Industrial Employment (Standing Orders) Act, 1946. Also, examine the current relevance of the Act.
 20. Explain the functions, structure and problems of trade unions in India.
 21. Explain the process of conciliation for the settlement of industrial disputes. Comment on the efficacy of the system.
 22. Discuss the impact created by technological changes on industrial relations in organizations. What are the emerging trends in the field of IR ? (2×15=30 Marks)
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Reg. No. :

Name :

Third Semester M.A.H.R.M. Degree Examination, February 2019
HRM 2.3.1 : INDUSTRIAL RELATIONS
(2014 Admn. Onwards)

Time : 3 Hours

Max. Marks : 75

PART – I

Answer **all** the questions. **Each** answer **not** to exceed **50** words. **All** questions carry **equal** marks. **(10×2=20 Marks)**

Write short notes on :

1. Industrial Relations
2. Industrial Peace
3. Enquiry Officer
4. Positive Discipline
5. 'Work-to-rule'
6. Legal Strike
7. Arbitration
8. National Commission on Labour
9. Charter of Demands
10. Lockout.

PART – II

Answer **any 5** questions. **Each** answer **not** to exceed **500** words. **All** questions carry **equal** marks. **(5×5=25 Marks)**

11. Write a note on the role of government in industrial relations.
12. Write a note on the principles of natural justice.



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13. Describe the process of registration of a trade union.
14. Write a note on the causes of industrial disputes.
15. Describe the role of the conciliation officer in an industrial dispute.
16. How has technological change affected industrial relations ?
17. What do you understand by the “step-ladder” method of grievance redressal ?
18. Describe the process of conducting a domestic enquiry.

PART – III

Answer **any 2** questions. **Each** answer **not** to exceed **1200** words. **All** questions carry **equal** marks. **(2×15=30 Marks)**

19. Discuss the salient features of the Industrial Employment (Standing Orders) Act, 1946.
 20. Write a detailed note on the history of trade union movement in India.
 21. Write a detailed note on the role of the industrial relations department in an organisation.
 22. Describe the features of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, 2010.
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