



**AAN-010-003408**      **Seat No. \_\_\_\_\_**

**M. B. A. (Sem. IV) (CBCS) Examination**

**April / May - 2016**

**ECT-10409 - Management of Industrial Relations**

**Faculty Code : 010**  
**Subject Code : 003408**

**Time : 3 Hours]**

**[Total Marks : 70**

**Instruction :** All questions carry equal marks.

**1** Explain the following terms: (Any 7) **14**

- (1) Conciliation
- (2) Union dissolution
- (3) Strike and lock out
- (4) Amalgamation of TUs
- (5) Open Door Policy
- (6) Industrial discipline
- (7) Objective of Factories Act
- (8) Sachar and Verma Committee
- (9) Welfare Officer

**2** (a) What is workers' participation in Management? **7**  
Why is it needed?

(b) Discuss the Rights and Privileges given to a registered **7**  
Trade Union in context of Trade Union Act, 1926.

**OR**

**2** (a) Describe provisions regarding Health and safety **7**  
of workers under Factories Act.  
(B) Explain: Objectives under Standing Orders Act. **7**

3 Define Industrial Relations. What are the major reasons due to which it gained importance in corporate culture? Explain different causes of poor IR and suggestions to improve it. 14

**OR**

3 What do you understand by the term 'social security'? 14  
What have been the major trends and emerging issues in social security in the context of economic liberalization?

4 (a) Discuss any three major constraints in wage determination in Indian context. 7  
(b) What are the advantages of sound grievance redressal procedure? 7

**OR**

4 (a) Explain: Preventive Measure of Industrial disputes 7  
(b) Describe different types of discipline and code of conduct in India. 7

5 Successful collective bargaining should no longer be viewed as an 'Art'. It is far more appropriate today to refer to it as a 'Science'. —elaborate with example. 14

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