



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 **14**
due to which it gained importance in corporate culture?
Explain different causes of poor IR and suggestions to
improve it.

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 **7**
determination in Indian context.
- (b) What are the advantages of sound grievance **7**
redressal procedure?

OR

- 4** (a) Explain: Preventive Measure of Industrial disputes **7**
- (b) Describe different types of discipline and code of **7**
conduct in India.
- 5** Successful collective bargaining should no longer be viewed **14**
as an 'Art'. It is far more appropriate today to refer to it as
a 'Science'. —elaborate with example.
