

**56074**

**MBA 2 Yrs. 4th Semester (N.S.)**

**Examination-May, 2015**

**Industrial Relations & Labour Legislation**

**Paper-MBA-406**

**Time : 3 hours**

**Max. Marks : 80**

Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard will be entertained after the examination.

**Note :** Section 'A' is **compulsory** and carrying questions of two marks each and section 'B' consists eight questions of sixteen marks each. The students shall be required to attempt **four** questions from section 'B' selecting **one** question from each unit.

1. Write short notes on the following. Answer to each note should not exceed fifty words.

- (a) Define industrial democracy
- (b) Causes of individual differences
- (c) Lockouts
- (d) Bipartite system of negotiation
- (e) Protective labour legislations
- (f) Objectives of industrial harmony
- (g) Code of discipline
- (h) Co-ownership management

**Section-B**

**Unit-I**

2. Define emerging profile of industrial relations in India. What are its challenges to industrial relations?

3. Discuss the impact of political awareness on industrial relations. What strategies are suggested to manage political behaviour of employees? Explain.

#### **Unit-II**

4. Discuss the role to international Labour Organization (ILO) on employee morale and organizational growth.
5. Explain the historical background of trade union. What factors were responsible to form the trade unions in India?

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#### **Unit-III**

6. What is effective grievance handling system in an organization? Explain with suitable examples to defend your answer.
7. Discuss the objectives of Factories Act 1948. Explain the important welfare provisions under the Act.

#### **Unit-IV**

8. Define the process of collective bargaining. What are the essential conditions to settle disputes under this mechanism?
9. "Workers Participation in Management is a form of co-ownership management." Comment.
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