

Code No: MB1338/R13

MBA III Semester Supplementary Examinations, Nov-2017

MANAGEMENT OF INDUSTRIAL RELATIONS

Time: 3 Hours

Max. Marks: 60

*Answer Any FIVE Questions
All Questions Carry Equal Marks
Question No. 8 is Compulsory*

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| 1. a | How do you understand by industrial relations? Explain the concept of industrial relations in India? | 6M |
| b | Bring out the recent trends in Industrial Relations. | 6M |
| 2. a | Define Trade Union. Explain its features and functions. | 6M |
| b | Critically examine salient features of Trade union Act, 1926. | 6M |
| 3. a | Define Collective Bargaining. Outline its objectives. | 6M |
| b | What are the factors influencing on wage and Salary Administration? | 6M |
| 4. a | Critically examine the salient features of Workmen Compensation Act. | 6M |
| b | Explain briefly about Minimum Wages Act, 1948. | 6M |
| 5. a | Define discipline and explain different aspects of discipline. | 6M |
| b | “Effective Discipline can have a positive effect on the productivity of employees” Discuss. | 6M |
| 6. a | Explain the nature and significance of wage and salary administration. | 6M |
| b | Critically evaluate the implementation of workers’ participation management in India. | 6M |
| 7. a | Explain the various legally required fringe benefits in India. | 6M |
| b | Critically examine various causes and consequences of Industrial Disputes. | 6M |



8. Case Study:

12M

Suresh, a workman in the Fire and Safety Department of a manufacturing unit of a factory is addicted to alcohol. He has been warned many times for coming on duty in an inebriated state. He has been served charge-sheet and awarded punishment. Still there was no improvement in his chronic absenteeism. He is also deeply in debt and hardly takes a couple of hundred rupees as his take home salary. Instead of resorting to progressive punishment, the management, with the help of a social worker, counselled him and also made house visits and contacted his family members. Finally, he was sent to a hospital which specialised in de-addiction. His three months of treatment in the hospital was considered as special leave with wages which were paid to the family members. The company bore the entire hospital expenses. After discharge from hospital, Suresh resumed his work. There are no more complaints about him. His performance is satisfactory. During her regular visits, the social worker received satisfactory reports about Suresh from his family members. In fact they were grateful to the company for saving their family from certain destitution.

Questions:

1. In these fast-paced times, is it possible for any management to stretch that far to reform a person?
2. Is it obligatory on the part of the management to take care of a workman beyond his working hours? What did the management achieve by his action?

