

**M.B.A. (GEN.) / M.B.A. (HR) / M.B.A. (IT) / SEMESTER - IV  
(2012 COURSE)(CHOICE BASED CREDIT SYSTEM)/ M.B.A.  
(FM) SEMESTER - IV (2013 (CHOICE BASED CREDIT  
SYSTEM) : WINTER - 2017**

**SUBJECT: ELECTIVE – VII : INDUSTRIAL RELATIONS (HRM)**

Day: **Thursday**  
Date: **14/12/2017**

Time: **02.00 PM TO 05.00 PM**  
Max Marks. 100

**W-2017-1813**

**N.B.**

- 1) Answer any **FOUR** questions from Section – I and any **TWO** from Section – II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections to be written in **SEPARATE** answer book.

**SECTION - I**

- Q.1** Explain the effects on Productivity due to good, bad and worst industrial relations? **(15)**
- Q.2** When and Why there would be a need for Effective Workers' Participation in an organization? **(15)**
- Q.3** Critically evaluate role of any Trade Union known to you, on the status of industrial relations in any manufacturing unit. **(15)**
- Q.4** Define Unfair Labour Practice and state with examples the statutory provisions for refraining the party from committing such unfair labour practice and the action which would be taken by the judicial authority for committed Unfair Labour Practice **(15)**
- Q.5** Explain with examples, what is a strike and when it would be deemed to be legal? **(15)**
- Q.6** Write short note on Any **TWO** of the following: **(15)**
- a) Retrenchment
  - b) Certification of Standing Orders
  - c) Punishments

**SECTION - II**

- Q.7** You are a Conciliation Officer, one of the Public Sector undertaking, in your area of operation, has sent you a letter complaining that the workmen of the said unit have gone on a strike without any notice. State what you would do to normalize the situation in the said unit? **(20)**
- Q.8** Issue a detail note addressed to your Department Heads on the precautions to be taken by them, as and when they are appointed as Enquiry Officer for conducting a domestic enquiry. **(20)**
- Q.9** Prepare a model grievance handling procedure for a large scale industrial undertaking. **(20)**