

**M.A. DEGREE EXAMINATION, NOVEMBER 2018**  
**II Year III Semester**  
**Core Major -XI**  
**INDUSTRIAL RELATIONS AND LABOUR WELFARE**

**Time : 3 Hours**

**Max.marks :75**

**Section A** ( $10 \times 2 = 20$ ) Marks

Answer any **TEN** questions

1. Who are the parties to industrial relations?
2. Differentiate human relations from industrial relations
3. What is ILO?
4. What is intra union rivalry?
5. Write a short note on collective bargaining.
6. What are tri-partite agreements?
7. What are the levels of participation?
8. What are the types of safety organisation?
9. What is meant by industrial legislation?
10. Differentiate strike from layout
11. What are unfair labour practices?
12. Define child Labour

**Section B** ( $5 \times 5 = 25$ ) Marks

Answer any **FIVE** questions

13. What do you understand by industrial conflict? What are different methods for conflict management
14. Explain briefly the trade union movement in India.
15. Explain the role of collective bargaining.
16. Write the Objectives of Trade Union.
17. State the objectives of social security
18. Explain the significance of labour welfare.
19. Discuss briefly grievance handling procedure.

**Section C** ( $3 \times 10 = 30$ ) Marks**PART - A - Case Study - Compulsory Question**

20. A Multinational Company specialised in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms. away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/- per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost.

When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue. However both the parties could not come to a settlement even after 6 months.

The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry.

- Questions :

- a) Do you justify the Managements decision ? If Yes/No- why ?
- b) Are the workers right in their approach ? Comment.
- c) As a General Manager HR of this Company how would you resolve the problem?

**PART - B**

Answer any **TWO** questions

- 21. Discuss the objectives of industrial relations. What are factors of Industrial relations
- 22. Discuss existing machinery for the settlement of industrial disputes in India.
- 23. Explain the various strategies of worker participation that are being practised in our country.
- 24. What are the different forms of strike? What steps should be followed for taking disciplinary action against an employee?

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