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Printed Pages : 3

MBAHR02(N)

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7122

Roll No.

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M.B.A

(SEM III) ODD SEMESTER THEORY EXAMINATION 2009-10  
INDUSTRIAL RELATIONS LABOUR ENACTMENTS

Time : 3 Hours]

[Total Marks : 100

Note : Attempt all questions, which carry equal marks.

- 1 (a) Examine the concept of Industrial Relations with the help of some of its definitions.
- (b) State the objectives of International Labour Organisation which are enumerated in the preamble to its constitution and in the Declaration of Philadelphia.

OR

- 1 (a) Explain the evolution of Industrial Relations in the post-independence era in India mentioning main new schemes which were introduced or changes/ amendments which were made.
- (b) The ILO standards have influenced Indian Labour Legislation, discuss.
- 2 Describe, in brief, the main problems of trade unionism in India. Also discuss about the recommendations of the National Commission on Labour for strengthening trade unions.

OR

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- 2 Why has workers' participation in management not succeeded in India ? What would you recommend enabling to achieve the objectives of labour-management relations ?
- 3 Discuss the inter-relationships between technological change and Industrial Relations in India. In the light of impact of technology on Industrial Relations describe that the 'appropriate technology' is relevant to the Indian context.

**OR**

- 3 Explain the contrast between the approaches of Human Resource Development and Industrial Relations. How can the HRD approach help in achieving the objectives of Industrial Relations in India, explain.
- 4 Attempt any two of the following :
- (a) Describe the machinery for settlement of industrial disputes under Industrial Disputes Act, 1947.
  - (b) Describe the employer's liability for compensation under Workmen's Compensation Act, 1923.
  - (c) Describe the applicability of Employee's State Insurance Act, 1948 and its benefits.
  - (d) Define Gratuity. Who are entitled to get it and how is the amount of gratuity calculated under the provisions of Payment of Gratuity Act, 1972 ?



5 Write notes on any four of the following :

- (a) Role of State in Industrial Relations.
- (b) How is labour-management relations different from employer-employee relations, discuss in brief.
- (c) Gandhiji's approach to Trade Union.
- (d) Absenteeism.
- (e) Code of Discipline.
- (f) Grievance Handling Procedure.
- (g) Main provisions of Factories Act, 1948.
- (h) Main provisions of Payment of Wages Act, 1936.

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