

(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 2010-11

**INDUSTRIAL RELATIONS AND LABOUR  
ENACTMENTS**

*Time : 3 Hours*

*Total Marks : 100*

**Note :** (1) Attempt all questions.

(2) All questions carry equal marks.

(3) Be precise in your answers.

(4) No second answer book will be provided.

1. (a) What are the roles of the State in maintaining a co-ordial industrial relations in India ?
- (b) What are the methods used by Trade Unions to achieve their objectives ?

**OR**

1. (a) What are the concepts and general features of Trade Unions ?
- (b) What is the impact of Industrial Relations ? (10×2=20)
2. Describe the grievance handling procedure in detail giving the causes of grievance and the essence of model grievance handling procedure.

**OR**

2. What are the principles, importance and forms of Collective Bargaining ? (20)

3. "HRD Philosophy distances itself from the Industrial Relations Philosophy".... please elucidate.

**OR**

3. How are unions classified on the basis of membership structure and what do you mean by "Union security" ? (20)
4. Attempt any **two** of the following :— (10×2=20)
- (a) What are the main features of Factory Act 1948 ?
  - (b) Explain various methods of fixing wages and salaries in organisation.
  - (c) What are the salient features of Workers' Compensation Act ?
  - (d) What is Employees Provident Fund Act ?
5. Write short notes on any **four** of the following :— (5×4=20)
- (a) Essentials for success of Trade Unions.
  - (b) When are strikes justified ?
  - (c) Shop council.
  - (d) Arbitration.
  - (e) Impact of rationalisation and automation on Industrial Relations in India.
  - (f) Strikes and lockouts.
  - (g) Work committees.
  - (h) Conciliations.