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14MBAHR301

**Third Semester MBA Degree Examination, Dec.2016/Jan.2017**  
**Industrial Relations and Legislations**

Time: 3 hrs.

Max. Marks:100

**SECTION - A**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 What are the objectives of industrial relations? (03 Marks)
- 2 What are the essential conditions for the success of collective bargaining? (03 Marks)
- 3 Mention the functions of trade unions. (03 Marks)
- 4 What are the principles of red hot stone rule? (03 Marks)
- 5 List out the types of industrial conflict. (03 Marks)
- 6 What is personal injury according to employee compensation Act, 1923? (03 Marks)
- 7 State any 6 contents of standing orders. (03 Marks)

**SECTION - B**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 What are the factors affecting industrial relation. (07 Marks)
- 2 Briefly describe collective bargaining process. (07 Marks)
- 3 Explain the problems of trade unions. (07 Marks)
- 4 Briefly explain the model grievance procedure. (07 Marks)
- 5 What are the conditions for the payment of maternity benefits under maternity benefits act, 1961? (07 Marks)
- 6 Explain in detail the disciplinary procedure. (07 Marks)
- 7 What are the benefits under EST act? Explain. (07 Marks)

**SECTION - C**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Describe industrial relations in pre and post independence period. (10 Marks)
- 2 Describe the objectives and different forms of workers participation in management. (10 Marks)
- 3 Explain the procedure for registration of trade unions and grounds for cancellation of trade unions. (10 Marks)

Important Note 1. On completing your answers compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluation and/or equating will be treated as malpractice.

- 4 Write a note on settlement machinery available for resolving industrial dispute under industrial dispute Act, 1947. (10 Marks)
- 5 Briefly describe the forms and sources of grievance. (10 Marks)
- 6 Explain the circumstance in which the employer is liable to pay compensation under employee compensation Act, 2013. (10 Marks)
- 7 What is gratuity? List out the main provisions of payment of gratuity Act, 1972. (10 Marks)

8

**SECTION - D**  
**CASE STUDY – [ Compulsory ]**

EGL is professionally managed company with a fair record of labor management relations. Its head quarters are located in Nehru Place, New Delhi. It houses about 500 employees in three floors. One day a senior manager in the human resource department observed that a few women employees were washing their hands after lunch at the water cooler in the third floor. The manager immediately reported the matter to his supervisor, who got a notice put up and circulated it to all employees. It read as follows :

It was observed that some employees are washing their hands at the water cooler. Water coolers are for dispensing drinking water. They are not meant for cleaning hands and utensils. Appropriate action will be taken against any one seen washing their hands /utensils at the water coolers.

The same evening a few employees barged into the concerned officer's room and told him, 'with no wash rooms and washing basins in the third floor and no lift in the building, what else do you expect us to do? Use the stationery? Over the next two days, more and more people started making liberal use of the water cooler for the purpose of washing their hands and even utensils. The subject was discoursed over the next few days with Poisson, emotion and animosity.

- a. Is the case above one of grievance or of indiscipline? (05 Marks)
- b. What is the root cause of the problem? (05 Marks)
- c. What is the solution? (05 Marks)
- d. What is meant by the 'Principle of natural justice'? (05 Marks)

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