

Roll No.

Total Pages : 3

247403

May, 2019

MBA (HRM) - IV SEMESTER

Industrial Relations and its Legal Aspects

(MBA/HRM-211)

Time : 3 Hours]

[Max. Marks : 75

Instructions :

1. *It is compulsory to answer all the questions (1.5 marks each) of Part-A in short.*
2. *Answer any four questions from Part-B in detail.*
3. *Different sub-parts of a question are to be attempted adjacent to each other.*

PART-A

1. (a) Define Industrial Relations. (1.5)
- (b) What is unitary approach to Industrial Relations? (1.5)
- (c) State the types of Trade Unions. (1.5)
- (d) State the tripartite bodies for prevention of dispute. (1.5)

- (e) Explain the process of Arbitration. (1.5)
- (f) What are 'Standing Orders'? (1.5)
- (g) Why is the aspect of "Employee Welfare" important? (1.5)
- (h) What is VRS? (1.5)
- (i) State the different bodies framed for workers participation in management. (1.5)
- (j) What is 'Grievance'? (1.5)

PART-B

- 2. (a) Describe the evolution and scope of Industrial Relations. State its major stakeholders. (10)
- (b) Write a note on "Globalisation and Industrial Relations". (5)
- 3. (a) Explain the objectives of Trade Union Act 1926. (5)
- (b) Discuss in detail International Labour Organisation. (10)
- 4. Describe in detail the procedure for dispute settlement under the Industrial Dispute Act 1947. (15)

- 5. (a) What is the objective of Maternity Benefit Act? (5)
- (b) Describe the Health related aspects of Factories Act 1948. (10)
- 6. (a) What is Provident Fund? Why it is important? (5)
- (b) Discuss the structure of ESIC. (10)
- 7. Describe in detail the methods to solve a Grievance in an organisation. (15)