

Roll No.

Total Pages : 2

701314

December 2022

MBA 3rd Semester

Industrial Relations and its Legal Aspects (MS-HR-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) What is labour? (1.5)
- (b) Define industrial relations. (1.5)
- (c) What is social audit? (1.5)
- (d) What is industrial democracy? (1.5)
- (e) Define participation. (1.5)
- (f) What is industrial dispute? (1.5)
- (g) What is grievance redressal? (1.5)
- (h) What is ESI? (1.5)
- (i) What is arbitration? (1.5)
- (j) Define adjudication. (1.5)

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PART-B

2. (a) What are various approaches of industrial relations. (10)
- (b) What are labour laws? How are they important for employee welfare? (5)
3. (a) What is the function of trade unions? (5)
- (b) How workers' participation in management gives best results? Explain with examples. (10)
4. What are various ways of industrial dispute settlement? Which one is more effective and why? (15)
5. (a) How technology has influence the idea of trade unionism? (5)
- (b) What is code of discipline in industry? What are its benefits? (10)
6. (a) What is employee's welfare? How is it important? What is legal position on this issue? (10)
- (b) What is VRS scheme? Explain its main features. (5)
7. What are the main features of Factories Act, 1948. (15)
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