

[31006]

SPECIAL DRIVE-DEC./JAN.-2023
M.B.A. DEGREE EXAMINATIONS
THIRD SEMESTER
SPECIALIZATION : HUMAN RESOURCE MANAGEMENT
Paper - VI : INDUSTRIAL RELATIONS
(2016-17 and 2017-18 Admitted Batches)

Time : 3 Hours

Maximum Marks: 75

SECTION - A

- I.** Answer any **FIVE** questions not exceeding one page each. **(5×4=20)**
- 1) Significance of Industrial Relations.
 - 2) Salient features of trade union Act 1926.
 - 3) Explain the features of Arbitration.
 - 4) Define the term Grievance Handling.
 - 5) Explain two schemes of Workers Participation in Management.
 - 6) What are tripartite bodies?
 - 7) What are the pre-requisites of a grievance procedure?
 - 8) Process of Collective Bargaining.

SECTION - B

- II.** Answer **ALL** questions not exceeding 4 pages each. **(5×8=40)**
- 1) a. How do you understand by industrial relations? Explain the concept of industrial relation in India.

(OR)

b. Explain the causes and consequences of Industrial Disputes.
 - 2) a. Why do workers join trade unions? What are the problems faced by trade unions in India?

(OR)

b. Enumerate the role of trade unions in promoting a healthy work environment in an organisation.
 - 3) a. Mention the strategies for the settlement of disputes under Industrial Disputes Act.

(OR)

b. What is Conciliation? And explain conciliation process in detail.
 - 4) a. Describe the important causes of worker's grievances. How can they be resolved?

(OR)

b. "Effective Discipline can have a positive effect on the productivity of employees" Discuss.

- 5) a. What is collective bargaining? Discuss the role and importance of Collective Bargaining.

(OR)

- b. Critically evaluate the implementation of workers' participation management in India.

SECTION - C

III. Case Study (Compulsory).

(1×15=15)

Mr.C.S. Sharma joined the Indian institute of Technology in 2000 a premier educational institution in the country, imparting higher level education in technology. His job demands higher level and latest knowledge, higher level teaching skill, and other skills in introducing and practicing different teaching methods and bringing co-ordination between the institute and industry. The institute implemented the pay scales in 1996, recommended by the University Grants Commission which was at par with the pay scale of teachers in universities and colleges. The demands of the jobs in universities and colleges are quite low compared to those of the institute.

The pay of Mr.Sharma has been fixed at the level of Mr. Singh, who joined the institute in 2004 as the University Grants Commission, did not recommend any weightage for the teachers who put up less than five years' experience. Mr. Sharma was quite unhappy over the parity of salary of the teachers of the Institute with those of university teachers and college teachers on the one hand and equalizing his pay with his junior Mr. Singh on the other hand.

The Institute again revised the pay scales of the teachers in 2006, based on the pay scales recommended by the University Grants Commission in 2006. University Grants Commission again maintained parity in pay scales of Institute teachers, University teachers and College teachers. The pay scale of Mr. Sharma was revised and it was fixed at Rs.29,400 which was equal to the pay of Mr. Singh, Mr. Kulkarni who joined the Institute in 2006 and Mr. Prasad who joined the Institute in 2007.

Mr. Sharma rushed to the chambers of the Director of the Indian Institute of Technology on 20th July, 2007 and told him he was quitting the job in the Institute and he was going to join Degree College, at Rajahmundry. He further said that he was going to get the same salary in a small town. The Director was shocked after listening to Mr. Sharma.

Questions:

1. Do you justify the decision made by Mr. Sharma?
 2. Do you suggest any measures to stop Mr. Sharma from quitting the job?
 3. Do you think that there is something wrong with the Institute pay practices and the UGC recommendations? If yes, what are they? How do you rectify them?
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