MB117C

Sl. No.

III Semester M.B.A. Degree Examination, May/June - 2026

MANAGEMENT

Elective-C : People Management

Industrial Relations

(Non-CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five sub-questions. Each sub-question carries Three marks. (5×3=15)

1. a) What are the essentials for good industrial relations?

b) Mention the components of industrial relations system.

c) What are the rights of a recognized trade union?

d) What are the different types of industrial disputes?

e) Distinguish between strikes and lock-outs.

f) List out the essentials for the success of collective bargaining.

g) What are the objectives of employee discipline?

SECTION - B

Answer any Four questions. Each question carries Five marks. (4×5=20)

2. What is the significance of code of conduct for industrial harmony?

3. Discuss the functions of trade union.

4. What are the grounds for the withdrawal and cancellation of Trade Union Registration?

5. Discuss the essential skills for negotiation.

6. What the consequences of not redressing employee grievance?

7. Briefly Explain the concept of Labour Welfare.

SECTION - C

Answer any Three questions. Each question carries Ten marks. (3×10=30)

8. Explain the functional approach to industrial relations.

[P.T.O.

9. Discuss the major problems of trade union.

10. Explain the settlement machinery under Industrial Dispute Act 1947.

11. Discuss the significance of workers participation in management.

12. Explain the procedure for settlement of employee grievances.

SECTION - D

(Compulsory)

Case Study. **(1×15=15)**

13. In one public sector undertaking with a chequered past a line manager was appointed as the chief of personnel within a year after taking up the assignment, he had to sign a lease agreement with the workers union.The union at that time was dominated by non-technical staff. The union's charter of demands favored the interests of the dominant members groups. It asked for a significant revision in gardeners pay, but was not equally vocal in pressing for the increase in the pay scales of the workers in certain technical grades. The management conceded these demands because the union cooperated with them in keeping the burden of the pay revisions well within the guidelines of Bureau of Public Enterprises (BPE).

Once the agreement was signed and communicated to the employees/members by the management and the union respectively, there was commotion among the technical employees. They walked out of the union and formed a separate technical staff union.They marched round the company premises holding the placards which read. "Here gross cutters get more than the gas cutters". In the engineering assembly unit till the pay revision occurred, welding was a highly rated job But not any longer.

Questions:

a) Was the action of Union management justified and why?

b) Forming a separate union was both right and wrong. Explain.

c) What are the legal implications of forming a separate union?

d) If you were in place of management, what factors would you like to consider before finalizing the wages?
