MBSC-3.2C

Sl.No. :

Total No. of Pages : 2

Third Semester M.B.A. Degree Examination, February - 2024
(CBCS) (SLM Scheme) (Elective - HR)
MANAGEMENT
Industrial Relations

Time : 3 Hours **Max. Marks : 80**

SECTION - A

Answer any five questions. Each question carries five marks. [5 × 5 = 25]

Q1) What is industrial relation? State the importance of industrial relation.

Q2) Briefly explain the objectives of industrial relation.

Q3) What are the functions of trade union?

Q4) Slate the various types of strikes.

Q5) Explain the measures for prevention of industrial disputes

Q6) What is a grievance? Explain its characteristics in detail.

Q7) What is Indiscipline? What are the causes for it?

SECTION - B

Answer any four questions. Each question carries ten marks. [4 × 10 = 40]

Q8) Discuss the various factors affecting industrial relation.

Q9) Explain the different approaches of industrial relation.

Q10) Discuss the procedure for withdrawal and cancellation of trade union.

Q11) Describe the steps involved in the process of collective bargaining.

Q12) Explain the process of Workers' Participation in Management.

Q13) Discuss the various causes of grievances.

SECTION - C

Q14) **Case (Compulsory) :** **[1 × 15 = 15]**

Mr. C. S. Sharma joined the India 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 year's experience. Mr. Shastry 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 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:

a) Do you justify the decision made by Mr. Sharma?

b) Do you suggest any measures to stop Mr. Sharma from quiting the job?

c) Do you think that there is something wrong with the Institute pay practices and the University Grants Commission's recommendations? If yes, what are they? How do you rectify them

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