MBSC-3.2C

Sl.No. : **Total No. of Pages : 2**

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

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? Explain the need of industrial relation.

Q2) Briefly explain the various approaches of industrial relation.

Q3) What are the functions of trade union?

Q4) State the various types of industrial disputes.

Q5) Explain the measures for prevention of strikes.

Q6) Write the various causes of grievance.

Q7) Explain the nature of collective bargaining

SECTION - B

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

Q8) Discuss the nature and scope of industrial relation.

Q9) Explain the various factors affecting industrial relation.

Q10) Discuss the procedure for registration of trade union.

Q11) Describe the different functions of collective bargaining.

Q12) List out and explain the objectives of Workers' Participation in Management.

Q13) What are the condition governing payments of compensation under workmen compensation Act 1923? Explain .

SECTION - C

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

Foot comfort was India's largest manufacturer and marketer of footwear products. For years, Foot comfort reasonably priced, sturdy footwear had made it one of India's best known brands. The company provided employment to over 15,000 people in its manufacturing and sales operations throughout India. Despite of all its successes, Foot comfort had one problem. that was its labor. The workers resorted to strikes at the slightest provocation throwing production schedules out of gear. They became perennial problems for the management. On one occasion, the company's factory at Calcutta remained closed for four and a half months because the union was against the policy of outsourcing. Foot Comfort had started outsourcing the complete manufacture of the power range of shoes to China. The company had been outsourcing only the assembly and sewing line jobs earlier. The workers felt, the decision had resulted in lower income for them and they also feared that they could lose their jobs in future, if this trend continued. For the first time in its history, the company remained dysfunctional for more than four months. The workers threatened the management that they would make their strike intensive and garner support from all other unions. The main demand of the trade union was that either their salaries would have to be increased or the outsourcing of the work to China had to be stopped. Management entered into an long term agreement with the workers and trade unions at Banglore and Faridabad so that they would not be disrupting the work in future. This agreement regarding wages was valid for an year. Despite the above agreement, a lockout was declared at Foot Comfort factory in Banglore, with the new leadership of the union had refused to abide by the wage agreement. Following the failure of its negotiations with the union, the management decided to go in for a lock – out. The footwear manufactured in the factory could be shifted to the company's other factories. The negotiation process started again and the company got an undertaking from the factory employees that they would resume work and to phasing out of welfare schemes to cut down costs. There was dissatisfaction among the workers.

Questions :

a) Maintaining good industrial relations have always been a problem for Foot comfort. Why? How do you think Foot Comfort can maintain sound industrial relations?

b) Do you think it right to phase out welfare schemes to cut costs? Give reasons for your answer.

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