MBSC-3.2C

Sl. No.

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

MANAGEMENT

Human Resource Management

Industrial Relations (Elective - C)

(CBCS, SLM Scheme)

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

SECTION - A

Answer any Five questions. Each question carries Five marks. (5×5=25)

1. Define Industrial Relations and state its importance.
2. Explain the essentials of good industrial relations.
3. Write a short note on recognized trade unions.
4. Differentiate between strike and lockout.
5. Write a short note on grievance procedure.
6. Discuss the objectives of Workers' Participation in Management.
7. Explain the major provisions of the Trade Union Act, 1926.

SECTION - B

Answer any Four questions. Each question carries Ten marks. (4×10=40)

8. Explain the functional approach to Industrial Relations.
9. Discuss the major issues faced by Trade Unions in India.
10. Explain the different methods of settlement of industrial disputes under the industrial disputes Act, 1947.
11. Describe the essentials and process of collective bargaining.
12. Analyze the causes of industrial unrest and its impact on productivity.
13. Evaluate the reasons for the failure of worker's participation in Management in India.

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SECTION - C

14. Case (Compulsory) **(1×15=15)**

Anita, a young project coordinator in a large IT company, began experiencing repeated derogatory remarks about her gender from her team leader, Rajesh. He would often make jokes in meetings, suggesting that "women are not capable of handling technical projects", and would assign her fewer responsibilities compared to her male colleagues. Despite Anita raising her concerns directly with Rajesh and later with the HR department, no formal inquiry was initiated. HR merely advised Rajesh in an informal conversation to "be careful with words", but no written warning or training was given.

Over the next few weeks, Anita continued to face exclusion from important project discussions, and similar complaints about Rajesh's behavior were also informally mentioned by two other female employees. Feeling ignored and humilitated, Anita submitted a formal written complaint to the internal complaints committee under the organization's workplace harassment policy.

Questions:

a) Did the organization fulfill its duty of care to Anita and other female employees?

b) What potential legal and reputational risks does the organization face if no proper action is taken?

c) What corrective measures can be taken now to address the situation effectively?
