MBSC-3.2C

Sl. No.

III Semester M.B.A. Degree Examination, October/November - 2025
MANAGEMENT
ELECTIVE- C:Human Resource Management
Industrial Relations
(CBCS Scheme)

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

SECTION - A

Answer any Five of the following. Each question carries Five marks. (5×5=25)

1. Define Industrial Relation. State the principles of industrial relation.

2. What are the reasons for industrial conflict? Explain.

3. Highlights the Skills of negotiation.

4. What is compensation? State the components of compensation.

5. Define strike? Mention various types of strike.

6. Write a note on child labour.

7. Explain in detail the Red Hot Stove Rule.

SECTION - B

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

8. Explain the nature and scope of industrial relation.

9. What is worker participation in Management? Explain.

10. Discuss the measures taken to solve industrial disputes?

11. Explain the procedure for registration of trade union.

12. Explain the Provisions relating to Industrial dispute Act.

13. Evaluate the provision of Trade Union Act, 1948.

SECTION - C

Case (Compulsory). (1×15=15)

14. In a Bangalore based electrical company, it was a festive day for all the 700 plus employees. Festoons were strung all over, banners were put up; banana trunks and Leaves adorned the factory gate, instead of the usual red flags; and loud speakers were blaring kannada film songs. It was the day the employees chose a celebrate Kannada Rajyothsava, annual feature

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of all Karnataka based organizations. The function was to start at 4 p.m. and everybody was eagerly waiting for the big event to take place. But the event, budgeted at Rs. 1,00,000/- did not take place. At round 2 p.m. there was a ghastly accident in the machine shop. - Murthy was caught in the vertical turret lathe and was wounded fatally. His end came in the ambulance on the way to hospital. Luckily for the management, the accident took place of a Saturday. The next day was a weekly holiday and this helped the tension to diffuse to a large extent. The funeral of the deceased took place on Sunday without any hitch. The management hoped that thing would be normal on Monday morning. But the hope was belied. The workers refused to resume work. Again the management approached the union for help. Union leaders advised the workers to resume work in all departments except in the machine shop, and the suggestion was accepted by all. Two weeks went by, nobody entered the machine shop, though work in other places resumed. Union leaders came with a new idea to the management - to perform a pooja toward off any evil that had fallen on the lathe. The management accepted the idea and pooja was performed in the machine shop for about five hours commencing early in the morning. This helped to some extent. The workers started operations on all other machines in the machine shop except on the fateful lathe. It took two full months and a lot of persuasions from the union leaders for the workers to switch on the lathe. The crisis was blown over, thanks to the responsible role played by the union leaders and their fellow workers. Neither the management nor the workers wish that such an incident should recur. Murthy was not covered under the ESI Act, Management had to pay compensation. Age and experience of the victim were taken into account to arrive at Rs. 1,87,000/- which was the amount to be payable to the wife of the deceased. To this was added Rs. 2,50,000/- at the intervention of the union leaders. In addition, the widow was paid a gratuity and a monthly pension of Rs. 4300/-. And nobody's wages were cut for the days not worked. Murthy death witnessed an unusual behaviour on the part of the workers and their leaders, and magnanimous gesture from the management.

Questions:

a) Analyse the situation in the case.

b) In view of the above case, comment upon the need for labour laws.
