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BBABMC 367/BBMBMC 367

**Credit Based VI Semester B.B.A./B.B.M. Degree Examination, Sept./Oct. 2021
(2012 Scheme)**

**HUMAN RESOURCE MANAGEMENT – II (Elective)
Industrial Relations and Labour Legislations**

Time : 3 Hours

Max. Marks : 120

**SECTION – A
(2 marks each)**

1. Answer **any ten** questions in **two** or **three** sentences **each**. **(10×2=20)**
- Write any two functions of Trade Unions.
 - What do you mean by 'Pen down' strike ?
 - What is 'Red hot store rule' ?
 - State any two important provisions of P.F. Act, 1948.
 - What do you mean by 'adjudication' ?
 - What is 'shop council' ?
 - Give the meaning of 'Indiscipline'.
 - Define 'lockout'.
 - Name the political party supporting INTUC.
 - What is 'quality of worklife' ?
 - What are 'intra-mural services' ?
 - What do you mean by 'social security' ?

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**SECTION – B
(8 marks each)**

- Answer **any five** questions in **not** more than **two** pages **each**. **(5×8=40)**
- Explain the essentials for successful collective bargaining.
 - What are the objectives of Trade Unions ?
 - What are the causes for employee grievances ?

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5. Explain the role of employees in maintaining sound industrial relations.
6. Explain the importance of worker's participation in management.
7. Write a note on employee indiscipline.
8. Explain the important benefits provided to employees under ESI Act, 1948.

SECTION – C
(20 marks each)

Answer the following questions.

(3×20=60)

9. Explain the problems of Indian Trade Unions. Suggest the measures for strengthening the Trade Unions in India.

OR

What are the causes and consequences of industrial disputes ? Briefly explain different machineries for the settlement of industrial disputes in India.

10. Define industrial relations. Explain the causes for poor industrial relations.

OR

What do you mean by labour welfare ? Explain different welfare services provided to the employees in Indian industries.

11. a) Write a note on 'quality circles'.

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- b) Mr. Lathif, one of the new campus recruitee from a reputed engineering college is working in Beeta Technologies Bengaluru in the planning section.

The office timings for him is between 7 a.m. to 5 p.m. He is working with his senior colleagues in team of 15 engineers. The company has provided rent free quarters and free transport to all its engineers. Mr. Lathif has proved himself to be an efficient employee and very recently he has received two appreciation gifts.

However, Mr. Lathif was a late comer almost every day at least 10 to 15 minutes and he was advised for his late attendance. In spite of the oral advice. Mr. Lathif, though he was local man continued his attitude and it was objected by his senior colleagues.

As a HR Manager how will you bring discipline in Mr. Lathif.

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