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BBMBMC 367

**Credit Based VI Semester B.B.M. Degree Examination,
May/June 2016
(2012 Scheme)
HUMAN RESOURCE MANAGEMENT – II
Industrial Relations and Labour Legislations (Electives)**

Time : 3 Hours

Max. Marks : 120

SECTION – A

(2 Marks each)

Answer **any ten** questions :

(2×10 = 20)

1. a) State any two causes of poor industrial relations in India.
- b) State any two reasons for uneven growth of trade unions in India.
- c) Define the term “strike” as per Industrial Disputes Act, 1947.
- d) What is adjudication ?
- e) What is ‘Quality circle’ ?
- f) Mention any two differences between discharge and dismissal.
- g) What is meant by an indiscipline ?
- h) What are intra-mural services ?
- i) Define the term “Social Security”.
- j) What do you mean by ‘Quality of work life’ ?
- k) Name the political party supporting BMS.
- l) Define “Lockouts”.

P.T.O.



SECTION – B

(8 Marks each)

Answer **any five** questions.

(8×5 = 40)

2. Explain the functions of welfare officers.
3. Describe the structure of trade unions in India.
4. Explain the essential conditions for successful collective bargaining.
5. What are the causes of indiscipline in Indian industries ?
6. What is code of discipline ? State any six important features/principles of code of discipline.
7. Explain the main approaches to the study of industrial relations.
8. What are the objectives of workers participation in management ?

SECTION – C

(20 marks each)

Answer **all** questions, subject to internal choice.

(20×3= 60)

9. Describe the causes and consequences of industrial disputes. Briefly explain the existing machinery for the settlement of industrial disputes in India.

OR

Define "Industrial Relations". Explain the features, objectives and scope of industrial relations.

10. What do you mean by employee grievances ? How to identify employee grievances ? Explain the important causes of employee grievances.

OR

Explain the important methods of workers participation in management.



11. a) What are the important benefits provided to employees under E.S.I. Act, 1948 ? 10

b) Swathi Pvt. Ltd. is a large company, which has been engaged in manufacturing and marketing several FMCG products. It has several plants in different parts of India and Nepal and marketing activities spread across South Asia. In the year 2015, one of the plants in Karnataka, which manufactured detergents, undertook major technological changes. The technological changes, including introduction of new machines and process innovations, may have had major implications on the organization structure, the number of managers and non-supervisory employees engaged by the company, their deployment and training. These changes were expected to improve the performance and profit of the company. The non-supervisory employees of the company were unionised and the unions had allegiance to different political parties. The company had anticipated resistance and opposition from the unions.

If you were appointed as the Vice President – HR of the above company, what steps would you have taken ? And Why would you have taken these steps ?

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