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**BBMBMC 367**

**Credit Based VI Semester B.B.M. Degree Examination,  
November/December 2015  
(2012 Scheme)**

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

Time : 3 Hours

Max. Marks : 120

**Instructions :** 1) A single answer booklet containing **40** pages will be issued.  
2) **No** additional sheets will be **issued**.

SECTION – A

Shri Dharmasthala Manjunath Swara  
College of Business Management  
MANGALORE - 575 003

Answer **any ten** questions. (2 marks each)

(2×10=20)

1. a) What is the minimum number of members required to register a trade union ?
- b) Define 'Trade Union'.
- c) State any two objectives of industrial relations.
- d) Give the meaning of 'Bipartite Bodies'.
- e) What is primary strike ?
- f) What do you mean by quality of work life ?
- g) What is co-partnership ?
- h) Define 'Collective Bargaining'.
- i) What do you mean by employee grievance ?
- j) What do you mean by social insurance ?
- k) State any two important provisions of P.F. Act, 1952.
- l) What are intra-mural services ?

P.T.O.



## SECTION – B

Answer **any five** questions. (8 marks **each**)

(8×5=40)

2. Explain the objectives of labour welfare.
3. Why do the workers join Trade Unions ?
4. Explain the functions of Labour Welfare Officer.
5. Explain the causes of industrial disputes.
6. What do you mean by 'Quality Circles' ? What are the benefits of Quality Circles ?
7. Briefly explain the advantages of worker's participation in management.
8. Discuss the objectives of discipline.

## SECTION – C

Answer **all** questions. (20 marks **each**)

(20×3=60)

9. Describe the causes for poor industrial relations. Suggest measures to strengthen the industrial relations.

OR

Discuss the judicial machinery for the settlement of industrial disputes.

10. Define 'Workers participation in Management'. Briefly explain the important methods of Worker's participation in management.

OR

Define 'Discipline'. What are the causes of indiscipline in organisations ? Give suggestions to maintain discipline.



11. a) Briefly explain the important functions of trade union.
- b) Prakash was employed in a steel manufacturing company as machine operator for over ten years. He was a good worker, diligent in performing his responsibilities and was appreciated by his superiors and colleagues. However, since the past few months Prakash has become indifferent to his work often reporting late to work. Dharma, his boss, has noticed the change in Prakash and has tried to talk to him on a couple of occasion. Despite Dharma's polite warning, Prakash continued his indifference and late coming. Dharma issued a charge sheet on the ground of indiscipline. Prakash approached the trade union asking for protection and he interpreted the charge sheet as an attempt to victimise him as he was a union activist.

Advise Mr. Dharma and suggest measures which will help both Mr. Prakash and Mr. Dharma.