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BBABMC 388

**Choice Based Credit System Sixth Semester B.B.A. Degree
Examination, July/August 2023
(2021-22 Batch Onwards)**

**HUMAN RESOURCE MANAGEMENT – Specialisation Paper – II
Industrial Relations and Labour Legislation (Course – II)**

Time : 3 Hours

Max. Marks : 120

SECTION – A (6 Marks each)

Answer **any four** questions.

1. Explain the functions of trade unions.
2. Explain the functions of welfare officers.
3. What are the objectives of industrial relations ?
4. What are the features of collective bargaining ?
5. Write a note on 'Red-hot-stove' rule.
6. What are the objectives of quality circles ?
7. What are the functions of joint management council ?



(4×6=24)

SECTION – B (12 Marks each)

Answer **any four** questions.

(4×12=48)

8. Explain the measures for improving industrial relations.
9. What are the essentials for the success of collective bargaining ?
10. Explain the conditions for the successful working of WPM.
11. Explain the causes for employee stress. What are the consequences of employee stress ?

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- 12. What is employee grievance ? Explain the causes of grievances.
- 13. Explain the methods of balancing work and family life.
- 14. What are the benefits provided under ESI Act ?

SECTION – C (24 Marks each)

Answer **any two** questions.

(2×24=48)

- 15. Define trade union. What are the problems of trade unions in India ? Explain the measures to overcome these problems of trade unions.
- 16. What is collective bargaining ? Explain the collective bargaining process.
- 17. What is indiscipline ? What are the causes of employee indiscipline ? Explain measures to reduce employee indiscipline.
- 18. a) What are the preventive measures of industrial disputes ? **12**
b) The company has recently changed its working hours from 9 am – 5 pm to 8 am – 4 pm. As a result, the company has witnessed increasing cases of late attendance. In spite of oral warnings to the late comers, the problem still continued and to the surprise of the management, there were cases of deliberate late attendance. The organization has only one trade union backed by BMS. The top management is seriously thinking of taking some punitive measures to prevent this kind of late attendance which is leading to disruption of production schedules and indiscipline. **12**
As a HR Manager what would be your suggestions to the top management to resolve this issue ?