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MBAS 311

III Semester M.B.A. Degree Examination, March/April 2026
(Choice Based Credit System)
BUSINESS ADMINISTRATION
Employees Relations Management

Time : 3 Hours

Max. Marks : 70

SECTION – A
(Compulsory)

Answer to the question should **not** exceed **six** pages.

(1×15=15)

1. Employee Relations has replaced Industrial Relations in modern organizations.
Justify the statement.

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SECTION – B

Answer **any five** of the following. Answer to **each** question should **not** exceed **five** pages.

(5×8=40)

2. Analyse the importance of effective Employee Relations practices in the context of globalization and technological change.
3. Describe the important provisions of the Factories Act, 1948 relating to health, safety and welfare of workers.
4. Examine the importance of Standing Orders and Code of Discipline in ensuring industrial peace.
5. Explain the concept of collective bargaining. Discuss the measures for strengthening collective bargaining in India.
6. Describe the labour administrative machinery in India and examine its role in the prevention and settlement of industrial disputes.
7. Discuss the determinants of workers' participation in management. How do these factors influence the effectiveness of participation ?
8. Discuss the legal, social and organizational implications of sexual harassment at the workplace. Suggest measures to strengthen prevention mechanisms.

P.T.O.



SECTION – C
(Compulsory)

Answer to the question should **not** exceed **six** pages.

(1×15=15)

9. According to a report, only 23% of employees worldwide feel engaged at work, and unresolved workplace issues are a major contributor to that number. Poor communication, inconsistent policy enforcement, and a lack of trust in leadership can quickly escalate from minor frustrations to serious problems. For HR teams and business leaders, understanding and addressing employee relations issues is not just about compliance – it is essential for retention, morale and organisational health.

- a) Why employee relations issues matter to HR and business leaders ?
- b) Bring out five interpersonal conflict and misconduct and explain how to address it.
- c) How to handle employee relations issues proactive ?

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