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BBMBMC 367

**Credit Based VI Semester B.B.M. Degree Examination, April/May 2017
(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 :

(2×10=20)

- What is "Wildcat strike" ?
- Explain any two features of INTUC.
- What is craft union ?
- State any two features of trade unions.
- What is code of discipline ?
- Mention any two objectives of Indian Labour Conference (ILC).
- State any two differences between adjudication and collective bargaining.
- Define "Quality of Work Life".
- State any two methods of understanding employee grievances.
- Define the term "Discipline".
- Write any two principles of "Red Hot-Stove Rule".
- What is primary strike ?

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SECTION – B

(8 Marks each)

Answer any five questions :

(8×5=40)

- What are the objectives of industrial relations ?
- Explain the essential conditions for the successful collective bargaining.
- State any eight acts of misconduct punishable under the standing orders Act.

P.T.O.



5. Explain the important benefits provided to employees under E.S.I. Act, 1948.
6. Describe the functions of trade unions.
7. Explain the functions of Labour Welfare Officer.
8. What are the causes for employee grievances ?

SECTION – C

(20 Marks each)

Answer all questions :

(20×3=60)

9. Explain the obstacles in the growth of strong trade unionism in India. Suggest the measures for strengthening the trade unions in India.

OR

Why do industrial disputes arise ? How can such disputes be settled ?

10. Explain the advantages of workers participation in management. Briefly explain the following forms of participation.

- a) Works committee
- b) Quality circle.

OR

Describe the main types of welfare services available to industrial workers.

11. a) Explain the causes of indiscipline in modern industrial concerns.
- b) Prajna Ltd., is a large FMCG Company with more than 8,000 employees working in its different units in the various metros in India. The employees are unionised and belong to four different trade unions affiliated to different political parties. The management has been in the past entering into negotiated settlement with different unions with varying degrees of success, more often failure than success. During the post-liberalised 1990s, the company has been trying to improve performance through technology upgradation and other related organisational changes. However, it is proving to be increasingly difficult to arrive at a settlement which is acceptable to the large body of employees, and the industrial relations climate in the company has been steadily deteriorating.

What advice would you give to the management which it implemented, may improve industrial relations and productivity in the company ?