



# CBGS SCHEME

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18MBAHR305

## Third Semester MBA Degree Examination, Jan./Feb. 2021 Industrial Relations and Legislations

Time: 3 hrs.

Max. Marks:100

**Note:** 1. Answer any *FOUR* full questions from Q.No.1 to 7.  
2. Q.No. 8 is compulsory.

- 1 a. Define Industrial relations. (03 Marks)  
b. Elaborate on factors affecting industrial relations. (07 Marks)  
c. Enumerate on problems faced by India trade union. (10 Marks)
- 2 a. What do you mean by the term collective bargaining? (03 Marks)  
b. Brief on the principles of Red Hot Stove Rule. (07 Marks)  
c. Explain the provisions of health and safety under Factories Act 1948. (10 Marks)
- 3 a. State the objectives of trade union. (03 Marks)  
b. Elucidate process of collective bargaining. (07 Marks)  
c. Explain the various benefits provided under ESI Act 1948. (10 Marks)
- 4 a. State the contents of standing order. (03 Marks)  
b. Summarize on various cash and non cash benefits provided to women employees under Maternity Benefits Act 1961. (07 Marks)  
c. With the help of model explain the grievance procedure. (10 Marks)
- 5 a. Define the term grievance. (03 Marks)  
b. Discuss the approaches to manage discipline in the industry. (07 Marks)  
c. Elaborate on various approaches to IR. (10 Marks)
- 6 a. What is bonus as per Bonus Act? (03 Marks)  
b. Discuss the essential skill required for negotiation. (07 Marks)  
c. Briefly explain the dispute settlement mechanism under Industrial Dispute Act 1947. (10 Marks)
- 7 a. Highlight on the essential conditions for the success of collective bargaining. (03 Marks)  
b. Discuss on the provisions of Gratuity Act 1972. (07 Marks)  
c. What are the deductions that can be made from wages as per payment of Wages Act? Elucidate. (10 Marks)

CASE STUDY

8 Shakti Public Ltd. Company is well known for its welfare activities and employee oriented schemes from more than ten decade. The company employs more than 800 workers, 150 administrative staff and 30 management level employees. The top level management views all the employees at same level. This can be clearly understand by seeing the uniform of the company which is same for all starting from MD to floor level workers. The company have 2 different cafeterias at different place one near the plant for workers and other was the Administration building. Though the place is different, the amenities, infrastructure and the food provided are of same quality. In short the company stands by the rule 'Employee Equality'.

The company had one registered trade union and the relationship between them is very cordial. The company has not lost single man day due to strike. The company is not a pay master in the industry. The compensation policy of that company, when compared to other similar companies very less still the employee's don't have many grievances due to other benefits provided by the company. But the company is facing countable number of problems in supplying the materials in recent days. Problems like quality issues, mismatch in packing materials, incorrect labeling of material, not dispatching the material on time etc.

The management views the case as there are loop holes in the system of various departments and hand over the responsibility to HR department to solve the issue. When the HR manager goes through the issue he realized the issues are not relating the system but it relates to the employees. When investigated he come to know that the reason behind the casual approach by employees in work is. The company hired new employees for higher level post without considering the potential internal candidates. The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

Questions:

- a. Identify the issues in the case. (05 Marks)
- b. The points rose by the HR manager as reason for the latest issues in the company is justifiable or not? Support your answer with related concepts. (10 Marks)
- c. If you are in the role of HR manager what will be your immediate step to solve this case. (05 Marks)

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