

MBA DEGREE EXAMINATIONS: APRIL 2014

(Regulation 2012)

Fourth Semester

MASTER OF BUSINESS ADMINISTRATION

MBA648: Industrial Relations and Labour Welfare

Time: Three Hours

Maximum Marks: 100

Case Study:-

PART A (1 x 20 = 20 Marks)

1. The case study is about the labor problems of the Philips International Limited's PIL 1993 Sweet Lake factory Mumbai India. Two unions active at PIL Philips Employee Union (PEU) and Pieco Workers Union (PWU). The differences with workers led to declining production and losses. PILs management decided to sell the factory. The Union objected and made a counter bid highlighting the problems between PIL and its workers the case examines the reasons behind the conflict. The company even expected to win the Philips Worldwide Award for quality. The Company wanted to become the source of Philips Exports in Asia Focus basically on its audio and video based products. The company relocated its audio product line to Punjab in spite of the move that resulted in the displacement of 600 workers there were no signs of discord largely due to the unions involvement in the overall process. Slowdown in the Cathode ray tube TV (CTV) market demand made the workers to think about their job due to this workers raised voices against the management and asked for a hike in wage. The difference resulted in 20 month long battle over the wages hikes issue, go slow tactics of workers declining production and huge loss for the company. In May 1997 PIL announced to stop production in June 1997. A series of negotiations, the unions and the management came to a reasonable agreement on the issue of wage structure.

PIL decided to have a common manufacturing unit and integrated technology to reduce cost. PIL reduces workforce modernized plant spending Rs 7.1 crore. PILs plan of selling the CTV unit Claimed the price of Rs 90 million was quite low against valuation of 300 million by Dyal Consultants independent values. Workers approached the purchaser to withdraw from the deal. They refused, workers filled petition in the Mumbai High Court challenging the sale agreement. In March 1998 Mumbai Court strikes down Philips deal with the purchaser. PIL and the purchaser decided to extend their agreement by 6 months to accommodate the courts order and workers agitation. The Supreme Court finally passed judgment on the controversial Philips case in favor of PIL. The judgment dismissed the review appeal filed by the workers.

QUESTIONS

- a. In what way has the union supported the workers during this crisis?
b. Changes taking place in PIL made workers feel insecure about their jobs. Do you agree with this statement? Give reasons to support your answer.

Answer all the Questions:-

PART B (10 x 2 = 20 Marks)

2. What do you mean by industrial relation?
3. State the scope of industrial relations.
4. Define Trade union.
5. What are the functions of trade union?
6. What are the different classifications of industrial disputes?
7. Mention any two ways of achieving industrial peace.
8. Define industrial accident.
9. What does each of this term mean safety and security?
10. Who is a contractor according to contract labour act?
11. What do you mean by QWL?

PART C (4 x 15 = 60 Marks)

12. a) (i) Discuss the conditions for good industrial relation? (8)
(ii) Explain the causes for poor industrial relations? (7)

(OR)

- b) Discuss the changes that have taken place in industrial relation due to globalization?

13. a) (i) What are the different types of trade union? Explain. (8)
(ii) Explain the objective and problems of trade union? (7)

(OR)

- b) Explain the three tier system of adjudication.

14. a) (i) Write a short note on causes for industrial accident.s (8)
(ii) Explain the various issues related to employee health and safety. (7)

(OR)

b) Discuss the statutory and voluntary welfare measures.

15. a) (i) State the gap between work-life policies and initiatives and their use? Explain. (8)

(ii) State the restrictions on employment of women. (7)

(OR)

b) Explain the prohibition of Child Labour (Prohibition & Regulation) Act, 1986.
