



MBA DEGREE EXAMINATIONS: NOV/DEC 2023

(Regulation 2021)

Second Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBB2126 : Industrial Relations

COURSE OUTCOMES

- CO1:** Explain the basic knowledge of the Indian Industrial Relations System and its distinctive features.
- CO2:** Describe the Role of Trade Union and outline the causes and effects of Industrial Disputes.
- CO3:** Outline the various components involved in the economic, political, and social circumstances governing Industrial Relations.

Time: Two Hours

Maximum Marks: 50

PART A (5 x 4 = 20 Marks) Internal Choice

- 1 a) Explain the role of philosophy in shaping industrial relations. How does a positive philosophical approach impact employee-employer relationships? CO1 [K₂]
- (OR)**
- b) Explain one significant historical event that has influenced the evolution of industrial relations in India. How does this event continue to shape the current workplace dynamics? CO1 [K₂]
- 2 a) Elaborate on the characteristics that make trade unions unique compared to other forms of organizations. How do these characteristics contribute to the effectiveness of trade unions? CO2 [K₂]
- (OR)**
- b) Identify and discuss the challenges faced by Indian trade unions. Propose strategies to address these challenges and strengthen the trade union movement. CO2 [K₃]
- 3 a) Analyze recent trends in industrial disputes in India. How do these trends reflect the changing dynamics of workplace relations? CO3 [K₄]

(OR)

b) Define one aim of worker participation in management. How does achieving this aim contribute to enhancing organizational effectiveness? CO2 [K₁]

4 a) Discuss the importance of counseling in addressing psychological issues that arise after workplace accidents. Provide an example scenario to illustrate its application. CO2 [K₃]

(OR)

b) Evaluate the problems associated with occupational health and hazards. Propose preventive measures that organizations can implement to create a safer working environment. CO2 [K₅]

5 a) Analyze how collective bargaining contributes to organizational stability and flexibility in today's globalized business environment. CO3 [K₄]

(OR)

b) List the examples of essential prerequisites for successful collective bargaining. How do these prerequisites vary at different levels, such as plant, industry, and national? CO3 [K₄]

PART B (3 x 10 = 30 Marks)

6 Evaluate the importance of occupational health and hygiene in a contemporary industrial setting. Propose strategies for organizations to address occupational health hazards effectively. CO2 [K₅]

7 Discuss the key provisions of the Labour code on Social Security. Evaluate how can organizations adapt to these provisions to enhance employee welfare? CO3 [K₆]

8 Identify and evaluate the causes of industrial disputes in India. Propose effective methods for preventing and resolving these disputes. CO3 [K₅]
