



MBA DEGREE EXAMINATIONS: NOV/DEC 2023

(Regulation 2021)

Second Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBE0169 : 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 Unions & 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: Three Hours

Maximum Marks: 100

PART A (10Q x 2 Marks = 20 Marks) Answer All Questions

- 1 What is the philosophy of industrial relations and its significance in the workplace? CO1 [K₂]
- 2 Define the term "Trade Union" and discuss two characteristics that differentiate trade unions from other organizations. CO1 [K₂]
- 3 Recall two factors influencing industrial relations in the context of India and explain their impact. CO1 [K₂]
- 4 What is the scope of industrial relations? CO1 [K₂]
- 5 List four reasons why employees join trade unions. CO2 [K₁]
- 6 Differentiate between industrial disputes and employee participation, emphasizing their roles in the workplace. CO2 [K₂]
- 7 Outline two causes of poor industrial relations in India and discuss their consequences on the workforce. CO1 [K₂]
- 8 Why is the occupational safety and health in the industrial setting important? CO1 [K₂]
- 9 List four essential prerequisites for successful negotiations. CO2 [K₂]
- 10 List two advantages and disadvantages of collective bargaining. CO2 [K₂]

PART – B (6Q * 10 Marks = 60 Marks) Answer any 6 questions only

- 11 Analyze the growth of industrial relations in India, considering historical developments and current trends. CO2 [K₄]
- 12 Critically assess the challenges faced by trade unions in India, suggesting potential solutions for overcoming these challenges. CO2 [K₆]
- 13 Explore the methods available for the settlement of industrial disputes in India, CO2 [K₄]

- emphasizing their effectiveness and limitations.
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| 14 | Discuss the levels of collective bargaining and provide examples of issues addressed at each level. | CO2 | [K ₂] |
| 15 | Evaluate the standing orders in an organization, highlighting their objectives and potential impact on employee relations. | CO2 | [K ₆] |
| 16 | Examine the significance of worker participation in management in the Indian context, discussing its benefits and challenges. | CO2 | [K ₄] |
| 17 | Investigate the causes of industrial accidents, proposing preventive measures and safety provisions. | CO2 | [K ₄] |

PART – C (1Q * 20 Marks = 20 Marks) Case Analysis

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| 18 | <p>You are the HR Manager of a large manufacturing company operating in a diverse economic, political, and social landscape. The company has been experiencing challenges in its industrial relations, and the top management is concerned about the impact of external factors. Your task is to outline the various components involved in the economic, political, and social circumstances governing industrial relations at your company. The economic landscape is dynamic, and your company operates in a sector susceptible to market fluctuations. Recently, there has been a downturn in the industry due to global economic conditions. The company's profitability has been impacted, leading to cost-cutting measures and changes in workforce planning. The employees are concerned about job security, wage freezes, and potential layoffs. The political environment is marked by regulatory changes and government policies affecting the labor market. Recently, there have been amendments to labor laws, impacting the negotiation power of both management and labor. Additionally, there is growing political pressure to address issues related to worker rights, which has implications for your company's operations. Trade union activities and their alignment with political parties further complicate the scenario. The social fabric within the organization is diverse, reflecting various cultural backgrounds and demographics. There have been instances of cultural clashes and misunderstandings, impacting team dynamics and communication. Moreover, the workforce is becoming more vocal about social issues, including diversity, inclusion, and ethical business practices. Employees are increasingly seeking a more equitable and socially responsible workplace.</p> | CO3 | [K ₆] |
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From the above case answer the following.

- A) Analyze the impact of the recent economic downturn on the company's industrial relations.
- B) Propose strategies to address employee concerns about job security and wage freezes in the current economic climate.
