



**POORNIMA UNIVERSITY, JAIPUR.**  
**MID SEMESTER EXAMINATION 2020-21 (ODD Semester)**

School : Management & Commerce  
Course : II Year IV SEM – MBA.  
Subject Name : Management Of Industrial Relations  
Subject Code : MBX03127

Max. Time: 1.5 hrs.

Max. Marks: 12

**NOTE:-** Attempt four questions. There is internal choice in Q. 1 & 2, Q. 3 & 4, Q. 5 & 6 & Q. 7 & 8.

**Sec-A (CO 3) (Max. Marks-6)**

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|------------|------------|--|------------------------------|
| <b>Q.1</b> | <b>(a)</b> | What is a Trade Union? What are the advantages of having a trade union in an organisation? How does it specifically help the management of the organisation?   | <b>Marks</b><br><b>(1.5)</b> |
|            | <b>(b)</b> | Collective bargaining is sought after method used by both management and trade unions. What is the outcome of a collective bargaining meeting? Design and present a one page note to explain your viewpoint. | <b>(1.5)</b>                 |

**OR**

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|------------|------------|--|--------------|
| <b>Q.2</b> | <b>(a)</b> | A trade union should be registered? What does this mean? What could be the step wise process of registering a trade union?                                     | <b>(1.5)</b> |
|            | <b>(b)</b> | What is collective bargaining? What could be the three different types of collective bargaining. Explain each in brief.  | <b>(1.5)</b> |
| <b>Q.3</b> | <b>(a)</b> | Why is Industrial relations important to the management of an organisation? With specific examples, explain very briefly significant advantages.               | <b>(1.5)</b> |
|            | <b>(b)</b> | Industrial Relations Strategy should follow the business strategy. With an example explain what do the two strategies mean and how should they be interlinked? | <b>(1.5)</b> |

**OR**

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|------------|------------|--|--------------|
| <b>Q.4</b> | <b>(a)</b> | What is a recognised trade union? Why is it important for a trade union to be recognised? What steps can it take to get recognised?          | <b>(1.5)</b> |
|            | <b>(b)</b> | Who are the office bearers of a trade union? What is their primary responsibility? In which scenario can the office bearers be disqualified? | <b>(1.5)</b> |

**Sec-B (CO 4) (Max. Marks-6)**

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|------------|------------|---|--------------|
| <b>Q.5</b> | <b>(a)</b> | The role of Unions is changing over time. While some are still stuck with demanding better working conditions and pay, others are focussing on increasing worker productivity. How can trade unions increase productivity of workers and what are the benefits of doing so? | <b>(1.5)</b> |
|            | <b>(b)</b> | What is the purpose of Standing Orders? Mention at least three provisions under Standing Orders and its relevance to the employees of a factory.  | <b>(1.5)</b> |

**OR**

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|------------|------------|--|--------------|
| <b>Q.6</b> | <b>(a)</b> | What is a grievance? Why is it important to address a grievance? What could be the possible negative repercussions if a grievance is not addressed?  | <b>(1.5)</b> |
|            | <b>(b)</b> | The trade union plays an important in the economic performance of an organisation. With specific examples, explain the initiatives a trade union can take to improve organisational performance. | <b>(1.5)</b> |
| <b>Q.7</b> | <b>(a)</b> | What is a Model Grievance Procedure. With the help of a diagram explain the concept.   | <b>(1.5)</b> |
|            | <b>(b)</b> | What is a Badli worker (or referred to as Badlis)? What is a Probationary Worker? What is an Apprentice? Explain in brief.   | <b>(1.5)</b> |

**OR**

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|------------|------------|---|--------------|
| <b>Q.8</b> | <b>(a)</b> | The Industrial Employment Standing Orders Act identifies different types of workers employed in a factory. Explain the 6 classification of workers. | <b>(1.5)</b> |
|            | <b>(b)</b> | What is a Disciplinary Enquiry? What are the steps an IR Manager should follow to conduct a disciplinary Enquiry?                                   | <b>(1.5)</b> |

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