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Enrollment No.....



Faculty of Management Studies

End Sem Examination Dec-2023

MS5EH03 Industrial Relations & Employee Welfare

Programme: MBA

Branch/Specialisation: Management /

HR

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- Q.1 i. The scope of IR does not include- 1
(a) Employer and employee relation.
(b) Employee and trade union relation.
(c) Employer, employee and trade union relation.
(d) Employee and customer relation
- ii. Dominant aspects of industrial relations are- 1
(a) Co-operation (b) Conflict
(c) Both (a) and (b) (d) None of these
- iii. A_____ strives to protect maintain and improve economic, 1
social and vocational interest of their members-
(a) Trade union (b) Employer union
(c) Both (a) and (b) (d) None of these
- iv. The utility of non-violence as the means of conflict resolution is 1
the principle of-
(a) Gandhian approach (b) System approach
(c) Both (a) and (b) (d) All of these
- v. When did The Trade Unions Act, come into force? 1
(a) 1 April 1927 (b) 1 March 1926
(c) 1 May 1929 (d) 1 June, 1927
- vi. What is the minimum number of trade union members requires in 1
registering themselves as a union?
(a) 7 (b) 10 (c) 5 (d) 15

vii.	Industrial safety management if that branch of management which is concerned with _____ hazards from the industries.	1
	(a) Reducing (b) Controlling (c) Eliminating (d) All of these	
viii.	Which of the following is not a chemical-related health hazard?	1
	(a) Carcinogenicity (b) Reactivity (c) Corrosivity (d) Toxicity	
ix.	Industrial discipline ordinarily does not imply-	1
	(a) Observance of company's rules and regulations (b) Cooperating with management and co-workers (c) Active participation in union activities (d) Smooth discharge of duties and responsibilities	
x.	Grievance redressal, discipline, collective bargaining are _____ of HRM.	1
	(a) Integration Function (b) Procurement Function (c) Development Function (d) Behavioral Function	
Q.2	i. Explain the factors affecting Industrial Relation.	3
	ii. Define the pre independence and post-independence Indian IR policies.	5
OR	iii. What do you understand by the industrial relation? Describe the approaches of IR.	5
Q.3	i. Explain Industrial conflicts. Discuss the causes of Industrial conflicts.	3
	ii. Explain the different periods of IR unrest and its changing scenario.	5
OR	iii. Discuss in detail about Industrial tribunal in three-tier system of adjudication.	5
Q.4	i. Explain the functions of Trade Union.	3
	ii. Illustrate the education and training programme for the welfare of the worker.	5
OR	iii. Discuss the historical development of Trade Unions.	5
Q.5	i. Explain causes of industrial accidents.	3
	ii. What are the different types of occupational disease? Also discuss	5

	the cause of occupational diseases.	
OR	iii. What do you understand by occupational hazards? Give any 5 types of it.	5
Q.6	Attempt any two:	
	i. What do you understand by LWF? Why labour welfare education is important? Explain.	4
	ii. In modern context how the technological changes are affecting the Industrial Relations? Explain.	4
	iii. Discuss the need of labour welfare. Also discuss any two approaches of labour welfare.	4
Q.7	Case Study	
	You are sitting at your desk quietly winding up your work for the day. It's Friday afternoon and your thoughts turn to your plans for the weekend. Suddenly you are startled by some commotion you hear in the hall. You recognize the voices of your coworkers John and Sarah. Sarah is yelling at John to stop bothering her, that she is sick and tired of his sexual harassment. John is yelling back at her, telling her she's crazy and that he can't stand to be with her, much less sexually harass her. The screaming continues and you step out into the hall to try to intervene. About that time, John storms off saying to Sarah, "I hope you have a horrible weekend, I'll make sure that you do!" Sarah is shaking and runs out the door. You start thinking about what you should do. All you really want to do is go home and forget this event. It will cool down by Monday. Something bothers you, though. You know that John is an avid gun collector and user and there have been rumors that he has hit his wife. Suddenly you are worried about Sarah.	
	(a) Do you think you should get involved in this situation? How?	4
	(b) What are you going to do now?	3
	(c) Is John a violent person?	3

Marking Scheme

MS5EH03 (T)-Industrial Relations & Employee Welfare

Q.1	i)	c) Employer, employee and trade union relation. d) Employee customer relations	1
	ii)	c) Both (A) and(B)	1
	iii)	c) Both (A) and(B)	1
	iv)	a) Gandhian approach	1
	v)	d) 1 June, 1927	1
	vi)	a) 7	1
	vii)	d) All of the above	1
	viii)	b) Reactivity	1
	ix)	c) active participation in union activities	1
	x)	a) Integration Function b) behavioural Function	1
Q.2	i.	Explain the factors affecting Industrial Relation? (3 factors with explanation) Institutional, economy tech, psychology, political etc .	3
	ii.	Define the pre independence and post-independence Indian IR policies? (5-5 points for both- 2.5x2)	5
OR	iii.	What do you understand by the industrial relation? Describe the approaches of IR? (meaning 1 mark, 4 approaches 1 mark for each)	5
Q.3	i.	Explain Industrial Conflicts. Discuss the Causes of Industrial Conflicts. (meaning 1 mark, 4 causes 0.5 mark for each)	3
	ii.	Explain the different periods of IR unrest and its changing scenario? (5 points to be explained minimum, 1 mark for each)	5

OR	iii.	Discuss in detail about Industrial tribunal in three-tier system of adjudication. (as per students answer)	5
Q.4	i.	Explain the Functions of Trade Unions. (as per the answer)	3
	ii.	Illustrate the education and training programme for the welfare of the worker? (as per the answer explained)	5
OR	iii.	Discuss the historical development of Trade Unions? (as per explanation in answer)	5
Q.5	i.	Explain causes of industrial accidents? (6 causes, 0.5 mark for each)	3
	ii.	What are the different types of occupational disease? Also discuss the cause of occupational diseases. (type- 2.5 marks, causes 2.5 marks)	5
OR	iii.	What do you understand by occupational hazards? Give any 5 types of it. (1 mark for each)	5
Q.6		Attempt any two:	
	i.	What do you understand by LWF? Why labour welfare education is important? Explain. (as per explained)	4
	ii.	In modern context how the Technological Changes affecting the Industrial Relations? Explain. (as per explained)	4
	iii.	Discuss the need of labour welfare. Also discuss any 2 approaches of labour welfare. (as per explained)	4
Q.7		Case Study (as per answers given by student)	10
