

MMS/D-15
MANAGEMENT OF INDUSTRIAL RELATIONS
PAPER-HRM-301

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from Part-A of 5 marks each and three questions of 10 mark each from Part B.

PART-A

1. What is the impact of globalization on Industrial relations in India?
2. Explain the changes in employment practices in post liberalization era in India.
3. What are the objectives of employee involvement & participation?
4. Are Unions necessary? Explain the role of Trade unions in maintaining cordial industrial relations in an organization.
5. What are the recent trends in Collective bargaining?
6. Write a note on Ethical codes & IR.
7. Define Grievance .What are the major causes of grievances in an organization?
8. Explain principle of natural justice & its role in maintaining healthy Industrial relations?
9. Define the concept ;
 - (a) Strikes & Lockouts
 - (b) Layoff & Retrenchment.
10. Can Organizations be managed without Unions? If no, why?

PART-B

11. Trace out the history & back ground of IR.
12. "Industrial relation is a collective relationship between Union & Management which grows out of employment relationship contract." Discuss.
13. What are the essential prerequisites for managing indiscipline effectively? Discuss the provisions regarding discipline management under Industrial employment (Standing Orders) Act, 1946.
14. What are the right of workers have been recognized by Second National Commission on Labour? Also explain the recommendation for labor welfare.
15. How IR does operates in China & how does it different from India?