

**49162**



**M-4925**

Sl.No.

Total No. of Pages : 2

**IV Semester M.B.A. Examination, September/October - 2020**

**(Scheme : CBCS)**

**BUSINESS ADMINISTRATION (Elective : HRM6)**

**Industrial Relations and Collective Bargaining**

**Time : 3 Hours**

**Max. Marks : 70**

**SECTION - A**

Answer all questions. Each question carries 5 marks.

**[5 × 5 = 25]**

- 1) What are the essentials of sound IR policy?
- 2) What are Trade Unions? What are the problems of trade unions?
- 3) Does poor Industrial Relations bring Industrial Unrest. Comment.
- 4) Describe the functions of Collective Bargaining.
- 5) What are the objectives of Employers Association?

**SECTION - B**

Answer any 3 questions. Each question carries 10 marks.

**[3 × 10 = 30]**

- 6) As a Human Resource manager, what are the practices most suitable in Indian scenario to have Industrial peace.
- 7) Describe the different approaches to collective Bargaining.
- 8) Explain the various mechanisms available for settlement of Industrial disputes.
- 9) Write short notes on a) Terminator Simplicitor b) Removal and dismissals c) VRS.
- 10) Explain in detail any 3 national level Federations.

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**SECTION - C**

**(Compulsory)**

Read the case and answer the questions given below.

**[15]**

- 11) The management of Sri Maruti Spinning mills Company Limited, Mysore had a huge spinning machine. The inspector of factories, after visiting the factory, ordered the management to construct a wall around the machine as a measure to reduce accidents.

Accordingly, the wall was constructed by the management. As a result of this, the workers had to walk a few meters more to feed cotton to the machine. Therefore, they got angry and informed the trade union. The trade union leaders got angry for not being consulted before the wall was constructed. The information spread among the workers. The trade union met at the entry gate and decided to dismantle the wall and the leaders immediately broke the wall and did not allow the management to construct the wall.

Questions:

- a) Was it necessary for the management to consult the trade union before constructing the wall?
- b) Whether the act of trade union leaders in breaking the wall is justifiable.
- c) Is the act of management in constructing the wall well within the framework of law?

