85I (IR)

[19-HBPGKOW-M3S(O) 20M]

MBA 3rd Semester (Old) Exam., 2019 (W)

INDUSTRIAL RELATION (HRM)

(MBA S3-17)

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer any *five* of the following questions (each in around *50* words) : 2×5=10

(a) Define globalization.

(b) Define privatization.

(c) Define workers' participation in management.

(d) Define collective bargaining.

(e) Define wages.

(f) What is voluntary arbitration?

2. Answer any *three* of the following questions (each in around *150* words) : 4×3=12

(a) Write a short note on 'code of discipline'.

(b) State the objectives of Workers' Education Scheme in India.

(c) What is the main object of the Equal Remuneration Act, 1976? State the scope and applicability of the Act. 2+2=4

(d) Write the functions of joint council.

3. Answer any *three* of the following questions (each in around *250* words) : 6×3=18

(a) Explain the impact of globalization and the WTO regime on labour relations.

(b) Discuss the future challenges for Indian labour.

(c) Define shop council. Write the main functions of the shop council. 2+4=6

(d) Discuss the factors that determine the success of collective bargaining process.

4. Answer any *four* of the following questions (each in around *500* words) : 10×4=40

(a) Define conciliation. State the duties of Board of Conciliation. Discuss the powers of conciliation authorities. 2+4+4=10

(b) Discuss the legal provisions relating to the health and safety of factory workers.

(c) Explain the Payment of Bonus Act, 1965. Discuss how bonus is calculated. 6+4=10

(d) Write short notes on the following : 5+5=10

(i) Joint council

(ii) Establishment council

(e) What is partial disablement? Explain when a workman is entitled to claim compensation under the Workmen's Compensation Act, 1923. 4+6=10

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