08 (IR)

[17-HDGKACRM-M1]

PGDHRM 1st Semester Exam., 2017

INDUSTRIAL RELATIONS

(PGDHRM 03)

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

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

(a) Define industrial relations.

(b) State the meaning of lock-out.

(c) Define personnel policy.

(d) Define industrial grievance.

(e) Outline the concept of misconduct.

(f) State the meaning of motivation.

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

(a) Explain briefly the objectives of industrial relations.

(b) State any four points of difference between lay-off and lock-out.

(c) Explain any four objectives of personnel policy.

(d) Discuss four important aspects of motivation.

(Turn Over)

3. Answer any *three* from the following questions (each within *250* words) : 6×3=18

(a) Discuss the causes of industrial grievances in an industrial organization.

(b) Describe the various guidelines for an ideal disciplinary policy.

(c) Explain the procedure of grievance handling in both small-scale and large-scale organization.

(d) State the different procedures for taking disciplinary action in Indian industries.

4. Answer any *four* from the following questions (each within *500* words) : 10×4=40

(a) Explain the Maslow's need hierarchy theory of motivation.

(b) Suggest certain measures to improve industrial relations in an industry. Also discuss why it is necessary to have healthy industrial relations in an industry. 5+5=10

(c) Discuss the constitution and the functions of various settlement mechanics for setting down industrial dispute in India.

(d) Define personnel management. Discuss the different functions of personnel management. 2+8=10

(e) Explain the meaning of 'workers' participation in management'. Discuss the various schemes of workers' participation in management in India. 2+8=10

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