

February 2015

Master of Business Administration (MBA) Examination

III Semester

Industrial Relations and Labour Law

Time : 3 Hours]

[Max. Marks : 80

Note : Attempt any four questions from Section A. Each question carries 15 marks. Section B is compulsory and carries 20 marks.

Section A

1. "Industrial relations are in integral aspect of social relation arising out of employer-employee interactions." Discuss the statement in the light of the concept, scope and perspectives of industrial relations.
2. "Globalization has served as catalysts in the effectiveness of trade unions in harmonizing industrial relations in Indian industry." Critically evaluate the statement.
3. Critically analyze the role of dispute settlement machinery in harmonizing the industrial relations scenario in India.
4. Define Dispute and Grievance. Discuss the procedure would you adopt in your organization which is unionized for the settlement of a grievance.
5. Write notes on the following :
 - (a) Productivity Bargaining and Gain Sharing.
 - (b) Quality of Work Life and Industrial Relations.

Section B

Mr. Somnath is Manager, H.R.D. in a limited company, engaged in production of optical fibers. The company's business was taken over by the present owners at a time when the company was incurring financial losses. The company's affairs were in very poor conditions. Many claims relating to bonus, gratuity, and even provident fund were

pending at the time of take over. In spite of the best efforts he present management has not been able to settle all the claims, in the financial year ended on 31st March, 2005. The labour union has been protesting and demanding immediate settlement of claims. Even though the claims are genuine and lawful, the management has not been able to decide the course of action.

Considering the apathetic attitude of management towards the settlement of claims, the workers under the leadership of a union have gone on strike. Management tried to explain the poor financial condition of the company and promised to settle the claims as the financial conditions of the company improves.

The labour union filed suit in the Labour Court for an early settlement of claims. Mr. Somnath has been named as an officer-in-charge of the company to represent the company in the court.

Advise Mr. Somnath, the course of action, and the defenses he can claim in the court to satisfy the Presiding Officer.

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