

Registration No.:

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Total Number of Pages: 02

Course: MBA/MBAP

Sub Code: 18MBA302C/ 18PTMBA501C

3rd / 5th Semester Regular/ Back Examination: 2024-25

Employee Relations

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM, MBA(PT)

Time: 3 Hours

Max Marks: 100

Q.Code: R145

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) What do you mean by a strike?
- b) Do you think government has played an impact role for healthy industrial relations?
- c) What do you mean by employer's union?
- d) Why social dialogue is important?
- e) What do you mean by a craft union?
- f) How neoliberalism impact employee relations?
- g) What are the levels of strategy in an organization?
- h) What do you mean by employee relations?
- i) How Gandhi's thought impact labour welfare?
- j) Why workers' participation is important?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- a) How conventional approached shaped industrial relations system?
- b) Elucidate the structure and functions of ILO.
- c) Discuss the main and auxiliary functions of trade unions.
- d) Elucidate how proactive HR policies shape the industrial harmony.
- e) Distinguish the approach of bipartism and tripartism.
- f) Different between code of conduct and code of discipline.
- g) How workers' participation can be beneficial for both employers and employees?
- h) How strategic decisions influence industrial relations?
- i) Discuss the benefits and prerequisites of collective bargaining.
- j) Why the concept of "psychological contract" is gaining significance these days?
- k) How globalization influenced industrial relations?
- l) Distinguish industrial relations from employee relations.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** What are the roles of different stakeholders in industrial harmony in India? Elucidate in brief the alternatives to dispute management. (16)
- Q4** What do you mean by trade unions? Explain the process of formation and functioning of workers' unions. (16)
- Q5** What do you mean by strategic employee relations? Explain the process and provisions of grievances management in Indian legislations? (16)
- Q6** What are the main causes and how the paradigm shifts of employee relations witnessed in recent years? (16)