

M.H.R.D. Semester—III Examination
MANAGEMENT OF INDUSTRIAL RELATIONS
Paper—MHRD/305

Time : Three Hours]

[Maximum Marks : 80

N.B. :— (1) Attempt **all** questions.

(2) Figures to the right indicate marks.

1. (a) "Industrial Relations are functional Interdependence between various branches of knowledge". — Comment. 16

OR

- (b) Define the term Industrial Relations. Enumerate the importance of harmonious industrial relations. 16

2. (a) Discuss the Industrial Relations before Independence in India. 16

OR

- (b) Which are the three actors of Industrial Relations ? Discuss the role of government in maintaining Industrial Relations. 16

3. (a) What is Grievance ? 4
(b) What are the causes of Grievance ? 4
(c) What is Indiscipline ? 4
(d) State the Pre-Requisites of Grievance Procedure. 4

OR

- (c) What is Discipline ? 4
(f) State the causes of Indiscipline. 4
(g) What is Domestic Inquiry ? 4
(h) State the objectives of disciplinary action. 4
4. (a) What do you mean by industrial conflict ? 4
(b) State the causes of industrial conflict. 4
(c) Explain the role of trade union in settlement of conflict. 4
(d) What do you mean by group conflict ? 4

OR

- (e) Explain the role of trade union in industry. 4
- (f) Explain the process of settlement of conflict. 4
- (g) State the consequences of industrial conflict. 4
- (h) What do you mean by organizational conflict ? 4
- 5. (a) Explain in short Industrial Relations scenario in India. 4
- (b) Define the term collective bargaining. 4
- (c) Explain the process of collective bargaining at plant level. 4
- (d) What are the objectives of collective bargaining ? 4

OR

- (c) What do you mean by co-ownership ? 4
- (f) What is gain sharing ? 4
- (g) What do you mean by profit sharing ? 4
- (h) Explain the objectives of workers participation in management. 4