

MAY 2012

**P/ID 77529/PMEN/
PMBR1**

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. The concept of 'industrial relations is dynamic'. Why?
2. What are the causes for industrial disputes?
3. Define grievance and give its characteristics.
4. What should be the status of management labour relations?
5. How the idea of social justice is developed?
6. Evaluate the joint consultation practices prevalent in Indian industry.
7. Distinguish between a recognized trade union and registered trade union.
8. How industrial health is ensured?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Discuss the factors affecting employee stability.
10. Explain the importance of harmonious relations in an industry.
11. Evaluate the efficacy of different machineries meant for settling industrial disputes.
12. 'Participation of workers in management is claimed to usher in an era of industrial democracy'. Comment.
13. Trace the growth of trade union movement in India.
14. Who does there exists the problem of inter-union rivalry? What are the evil effects of this problem? Suggest measures to curb this problem.
15. Describe the requirement of an effective collective bargaining.
16. Evaluate the functioning of ILO.

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PART C — (20 marks)

(Case Study)

17. Your plant is located in a big city. It employs 800 workers. You have recently received a petition signed by 200 employees requesting that Mahaveer Jayanti be observed a company wide paid holiday. At the present time you have six paid holidays. You have only a modest allowance for fringe benefits. Two smaller companies in the area observe this day as a paid holiday although only 10 per cent of its employees are Christians.

Should the company grant this request? What criteria would you use in making the decision? Do you need any additional information? If you granted the day as holiday, would you be willing to give compensating time off for workers who do not celebrate it?
