

MAY 2013

**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 ever changing. – Substantiate.
2. What are the desirable features of a grievance procedure?
3. Examine the meaning of the terms 'layoff' and 'retrenchment'.
4. Emphasise the role of statutes in maintaining good labour relations.
5. How would you increase labour responsibility in productivity?
6. Explain the attitude of trade unions and management towards joint consultation.
7. Will it not be undemocratic to deal with one recognized union only?
8. How industrial safety is ensured?

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. 'Maintaining employee stability is a challenging task'. Discuss.
10. Emphasise the importance of industrial harmony.
11. Discuss the role of different machineries in settling industrial disputes.
12. Several militant unions oppose worker participation which they say is like cosmetics on the ugly face of capitalism. Do you agree? Substantiate your view.
13. Describe the economic, social and political conditions leading to the development of trade unionism.
14. What suggestions would you give to develop the trade union movement on healthy lines in India?
15. Discuss the nature, structure, and role of collective bargaining.
16. Explain the structure and functions of ILO.

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PART C — (20 marks)

Case Study : (1 × 20 = 20)

17. The personnel department of Janhit Co. Ltd. has recently undertaken a blood donation programme in response to the call of a local hospital. Whenever a patient requires transfusion, one or more employees of the company who have already given their names as voluntary donors are called by the personnel office to report to the hospital. The personnel department now finds that the costs of this programme are greater than originally anticipated. Often a great many telephone call has to be made before a donor can be located. Moreover, some donors do not return to work until the next day, even though the transfusion has been given in the morning; and overtime replacements have to be brought in.

How would you weigh the cost of this programme against the benefits it provides? Is there any way of cutting costs without damaging the company's reputation?

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