

D 136318

(Pages : 2)

Name.....

Reg. No.....

THIRD SEMESTER M.B.A. DEGREE (REGULAR) EXAMINATION**JANUARY 2026**

M.B.A.

BUS 3EH 06—INDUSTRIAL RELATIONS

(2024 Scheme)

Time : Three Hours

Maximum : 60 Marks

Part A*Answer all questions.**Each question carries 2 marks.*

1. What is the scope of Industrial Relation ?
2. What is the legislation for recognition of trade unions in India ?
3. What is Adjudication ?
4. What are the benefits of Remedial counselling ?
5. What is a lockout in the industry ?

(5 × 2 = 10 marks)

Part B*Answer any four questions from this Part.**Each question carries 4 marks.*

6. State the Context and Environment of Industrial Relations.
7. List out the objectives of Workers' Participation in Management.
8. What are the functions and objectives of collective bargaining ?
9. What are the different types of punishment ?
10. Discuss the non-statutory measures for Discipline.
11. Distinguish between Retrenchment and Closure.

(4 × 4 = 16 marks)

Turn over

Part C

*Answer any three questions from this Part.
Each question carries 8 marks.*

12. Explain why are industrial relations relevant to Business.
13. Discuss the theories and forms of Workers' Participation in Management (WPM) and its success in India.
14. Explain the different techniques/types of collective bargaining.
15. Discuss the methods of grievance redressal.
16. Explain the different machinery used in resolving industrial disputes.

(3 × 8 = 24 marks)

Part D

Compulsory Question.
10 marks.

17. Ramesh was just promoted as a shift officer. The promotion became effective when his immediate superior Mr. Sharma was out of town for a few days. Due to illness of Ramesh's subordinate, the work schedule was not being met. He decided to pitch in and help spending about four hours daily in production. When Mr. Sharma returned to his work, Ramesh is not available, as he is not working on the shop floor. He is upset and tells him that it is the function of the supervisor to accomplish work with and through other people and not do it himself.

Questions :

- 1 What was the initial problem in this case ? (2)
- 2 Tick the alternative you would select to solve future problems when workers are not available : (2)
 - (a) Let the scheduled work be late and catch up when the worker returns.
 - (b) Lend a hand as Ramesh did in this case.
 - (c) Prepare back up for emergency.
 - (d) Workout an acceptable compromise with the superior.
- 3 Evaluate each of the above alternatives in terms of their advantages and disadvantages to the company, to the workers and to Ramesh. How would you implement the alternative that you have selected ? (6)

(10 marks)