Even after one week strike, the management did nothing. The Union gave a public advertisement stating its side and the management has also given an advertisement that the strike is unwarranted and they have no other alternative except to go for a lockout.

It also stated that their offer of present agreement will remain valid only for the next three days.

Questions:

(a) Explain the Unions rationale of the latest demand.

(b) Explain the reasons for management action.

(c) Predict the outcome, of this dispute.

(d) Suggest additional gestures from management or union to break the statement.

———————

MBHR 3004

M.B.A. DEGREE EXAMINATION,
DECEMBER 2014/ JANUARY 2015.

Third Semester

Human Resource Management

INDUSTRIAL RELATIONS MANAGEMENT

(2012 – 13 Batch Onwards)

Time : Three hours Maximum : 100 marks

PART A — ($5 \times 6 = 30$ marks)

Answer any FIVE questions.

1. Explain the main causes of Industrial Dispute.

2. Write short Note On: "Strike and Lay off".

3. State the characteristics of a Trade Union.

4. Explain the Characteristics and Objectives of Counselling.

5. Briefly discuss the essentials of a Good Disciplinary System.

6. Define Grievance and give its characteristics.

7. Why Collective Bargaining [Bipartite Mechanism] has not flourished in India?

8. Describe the nature and scope of the labour administration.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. What are the causes of Industrial unrest?

10. Give a brief idea of the functions of adjudication machineries to settle disputes.

11. Briefly explain the Structure of Trade Unions in India.

12. Trace the Historical Evolution of Trade Union movement in India?

13. Explain the Objectives of Workers' Participation in Management.

14. What are the Procedure adopted for Taking Disciplinary Action taken?

15. Briefly explain about the ILO and its objectives.

16. Write a short-note on various Government machineries used to settle the industrial disputes?

PART C — (1 × 20 = 20 marks)

Compulsory.

17. Case Study

M/S XYZ limited is private company making tyres with their HQ at Cochin. Labor management relations were cordial. They have three years wage agreement renewed periodically without any strike or lockout for the last ten years. There were three main Unions ENTUC, AITUC and CITU owing allegiance to respective political parties.

Current wages agreement is likely to expire shortly. Mr.Joseph, Director, HR was holding negotiations with union leaders for the last three months. During this period, he sorted out differences on all seven out of 8 points. The 8th point was in regard to the wages increase. Union originally demanded a wage raise of 30% whereas the management was prepared to go only for 15%. After a series of discussion, Union leaders agreed to come down to 25% and the management has agreed to increase to 17%. The settlement continued for the next 20 days. Finally the management has accepted 18% increase. Union leaders did not agree and called for a strike.