

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2011 – 2012

Semester: III

Subject: Employment Relations

Course Old

Marks 70

Date: 30.12. 2011

Time: 3.00 p.m. to 6.00 p.m.

Instructions:

Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use. Figure in brackets indicates full marks.

Q.1. Explain the following terms (attempt any two out of four): (10 Marks)

- a. Strikes & Lockouts
- b. Conciliation process and role of Asst. Commissioner Labour as Conciliation Officer.
- c. Joint Management Council and the steps to handle grievances
- d. Political affiliation of Trade Union and its impact.

Q.2. Write Short Notes (attempt any two out of five): (10 Marks)

- a. Differentiate between Human Resource Management and Industrial Relations
- b. The Industrial Employment (Standing Order) Act 1946 and its philosophy and importance.
- c. Wage Agreement
- d. Domestic Inquiry
- e. Discharge & Dismissal

Q.3. Discuss the following questions (attempt any three out of five): (30 Marks)

- a. What is Grievance? The types of Grievances? How company addresses grievance and government machinery to resolve these grievances?
- b. The role of Trade Union in past liberalization and their political affiliation impacting on growth of nation.
- c. Explain collective bargaining process and its importance and role of judiciary as third party intervention.
- d. Discuss the philosophy and importance of Industrial Act 1947 and more particularly lay off and retrenchment.
- e. Discuss Workers Participation Scheme and its importance in industrial democracy.

Q.4. Case Study: (20 Marks)

The K C B I Ltd is well established Company, having 3 plants in India. In one of its plant in South, they have faced constant problems of labour in form of strike, go slow, gherao, manhandling of staff and many more. Productivity of plant is very low as compared to wages paid to workers.

As an Industrial Relations Manager, what would be your approach and advice to management to resolve this issue. Suggest step by step approach.