

Subject Code: MB1338/R13

M B A - III Semester Regular/Supply Examinations, Jan/Feb - 2016

MANAGEMENT OF INDUSTRIAL RELATIONS

Time: 3 hours

Max Marks: 60

Answer any **FIVE** of the following

All questions carry equal marks. **Q.No.8 is compulsory**

1. Discuss the influence of political influence on the status of Industrial Relations in India.
2. What are the important aspects of Trade Union Act 1926?
3. What are the problems associated with the Trade Union movement in India?
4. Discuss the role and importance of Collective Bargaining.
5. What the factors affecting Wage Determination in India?
6. How does ESI take care of worker's welfare?
7. Describe the important causes of workers' grievances. How can they be resolved?

8. CaseStudy:

Mr. Laxminarayana, Pit Office Assistant, 9th Incline, underground mine of Singareni Colleiries, Manuguru, is in charge of 2 shifts of workers, each comprising of 40 workers. He has to ensure their attendance, see that they have to be sent underground and return back to the top after completing their quota of mining. He is responsible for their safety and welfare when they are in the mine. On 12th December, 2015, in the second shift, all the workers returned except for 2 workers. It was found that they were in inebriated condition and fainted due to the consumption alcohol. They were brought up with the help of safety personnel and sent to their homes. He has reported the matter to the Production Manager and suspended them for coming to work in drunken condition. The next day the workers belonging to his shift went on tool down strike, stating that unless the suspended workers were taken back to work. The POA tried to convince them the circumstances under which the workers were suspended. They were workers did not listen. The matter was reported to the IR Department of the company. The Trade Union leaders belonging to rival faction gave a call for strike at all the mines. IR Department Head, Madhusudan, called for a meeting of Elected Trade Union and apprised them of the situation. While agreeing to the legitimacy of POA suspending the workers, they told him that the suspension of the workers needs to be revoked failing which, they have no alternative except to go on strike.

Questions.

- a) Do you think that Laxminarayana was not right in suspending the workers?
- b) Do you think that the trade unions were in giving a call for strike?
- c) What alternative actions could have been taken by the POA to avoid such a situation?

