

**Subject Code: MB939/R09**

**M B A - III Sem Regular & Supplementary Examinations, Apr/May-2014**

**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**

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1. a) Explain the importance and scope of industrial relations.  
b) Explain various internal and external factors that affect the Industrial Relations.
2. a) Analyse the environment of industrial relations in India.  
b) Explain the characteristics of labour market in India.
3. a) "Trade union Movement in India has not developed on healthy lines" Discuss.  
b) Explain the procedure for registration of Trade unions. What are the rights and liabilities of a registered union?
4. a) How the quality of work life can be achieved by the organizations?  
b) Explain the characteristics and significance of collective bargaining
5. a) Bring out the issues and constraints in wage determination in India.  
b) Explain and differentiate between minimum wage, fair wage and real wage.
6. a) Define social security. Explain the role of health and occupational safety programs in providing social security.  
b) What are the essential provisions of Employees State Insurance Act? Explain.
7. a) What is grievance handling? Explain the procedure for redressal of grievance.  
b) Why do industrial disputes arise? How can such disputes be settled?

**8. CASE STUDY:**

MohanLal the lineman was working in the power supply group of the electrical maintenance sections of the Mines Department. He has 15 years of experience of repair and maintenance of high tension (6.6 KV and low tension (440v) overhead electric lines. From the beginning of the mines operation, he was engaged for the erection of electrical lines in the quarry area of the mines. During his service, he acted as leader of the crew whenever the charge man was absent. One day at 1pm, a message was received in the Mine Control Centre that MohanLal had fallen from a low-tension pole. He was shifted to the mines hospital where he was declared unfit for six weeks due to injuries on his shoulder, legs and hands. On preliminary inquiries from his co-workers, it was gathered that MohanLal was sent to attend the fuse complaint from the union office in the camp area. He was assisted by two persons.

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The helpers, who were at the site, said that MohanLal checked the electrical circuit of the premises and upon finding everything in order, concluded that the supply was disconnected from the service lines on the pole near the office. He climbed the pole, but before he could attend to the fault he fell down from the height of about 6.5 meters and sustained physical injuries. MohanLal stated in the hospital that as he climbed the pole, his elbow made contact with something metallic and that he felt some sensation in the nerves due to which he could not hold the pole firmly. In addition, the grip of one of his legs was lost. Consequently, he lost balance and fell down. On interrogation as to why he did not use a ladder and a safety belt, he replied that he had not assessed this to be a job of line repair work. Further he had been doing such repairs many times earlier without ladder and safety belt. He also pointed out the non-availability of transport and manpower for carrying the tools. Further he said that safety belts caused more inconvenience while working on the lines. He also confirmed that he had switched off the main supply lines feeding that area.

**Questions:**

- a) Should MohanLal be given paid leave and compensated as per the provision in the Workman's Compensation Act? Should he be penalized for his negligence or violation of safety regulations, if any?
- b) What was the role of management, particularly the person who supervises the work of MohanLal?

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