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Question Paper Code: CMBB41



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad - 500 043

MODEL QUESTION PAPER

MBA III Semester End Examinations, December - 2019

Regulation: IARE-R18

Management of Industrial Relations (Master of Business Administration)

Time: 3 Hours

Max Marks: 70

Answer any ONE question from each Unit
All questions carry equal marks
All parts of the question must be answered in one place only

UNIT – I

- 1 a) Define industrial relation. Write about Dunlop's system frame work of industrial relation. [7M]
- b) Define trade union. What are the objectives and characteristics of trade union. [7M]

- 2 a) Elaborate the objectives, scope and characteristics of industrial relations. [7M]
- b) Define unfair labour practice. Explain the rights of trade unions against unfair labour practice. [7M]

UNIT – II

- 3 a) Define Industrial dispute. Explain the process and mechanisms available for resolving industrial disputes between employee and employer. [7M]
- b) Describe the various causes and consequences of industrial disputes. [7M]

- 4 a) Define Grievance. Explain steps involved in grievance handling between the employees. [7M]
- b) Discuss the role of tripartite and Bipartite bodies in resolving the industrial disputes. [7M]

UNIT – III

- 5 a) Define collective bargaining, Discuss about legal framework of collective bargaining. [7M]
- b) Examine the collective bargaining procedures and mechanisms in details. [7M]

- 6 a) Describe the concept, objectives, scope and the need for various types of welfare measures in the labour welfare [7M]
- b) Discuss the following in detail: [7M]
- i) Conciliation
 - ii) Adjudication
 - iii) Arbitration.

UNIT – IV

- 7 a) “The payment of wages act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any authorized deductions” Explain [7M]
- b) Discus the provisions of the payment of wages act, 1936. And explain the concept of deductions from wages for absence from duty. [7M]
- 8 a) Elucidate briefly the procedure for fixing minimum wages. What is the composition of such minimum rate of wages? [7M]
- b) Explain and illustrate concept of The Payment of Bonus Act, 1965 [7M]

UNIT – V

- 9 a) Write a note on Factories act 1948? And discuss the safety measures provided in this act. [7M]
- b) Describe the procedure of appointment of Inspectors under this Factories Act, 1948. What are their duties and powers? [7M]
- 10 a) What are the powers of the Inspectors appointed under the Factories Act, 1948? [7M]
- b) What are the Remedial measures taken to bring down the rate of accidents in Mines? [7M]



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I. COURSE OBJECTIVES

The course should enable the students to:

SNo	Description
I	Understand the industrial relations systems, characteristics of Indian IR system.
II	Know the role of state dispute settlement machinery and its instruments, legislation
III	Examine the collective bargaining, conciliation, arbitration, adjudication
IV	Identify the role of wage policy and wage regulation machinery, wage legislation and payment of wages Act 1936

II. COURSE OUTCOMES

Students who complete the course will have demonstrated the ability to do the following.

CMBB16.01	To understand the importance and purpose of industrial relations
CMBB16.02	To understand the role of trade unions in managing the industrial relations
CMBB16.03	Describe the causes of industrial disputes and settlement mechanisms
CMBB16.04	Illustrate the grievance procedure mechanisms to manage the industry relations
CMBB16.05	Examine the collective bargaining procedures and mechanisms
CMBB16.06	Illustrate labour welfare activities and worker's participation organizational activities
CMBB16.07	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations
CMBB16.08	Describe various acts related to perks, bonus and incentives need to give to employees
CMBB16.09	Understand the regulations and various acts related to manage factories and mines
CMBB16.10	Understand the present scenario of industrial relations.

III. MAPPING OF SEMESTER END EXAMINATION TO COURSE OUTCOMES:

SEE Question No.	Course Outcomes		Blooms Taxonomy Level	
1	a	CMBB16.01	To understand the importance and purpose of industrial relations	Understand
	b	CMBB16.02	To understand the role of trade unions in managing the industrial relations	Understand

2	a	CMBB16.01	To understand the importance and purpose of industrial relations	Remember
	b	CMBB16.02	To understand the role of trade unions in managing the industrial relations	Remember
3	a	CMBB16.03	Describe the causes of industrial disputes and settlement mechanisms	Understand
	b	CMBB16.03	Describe the causes of industrial disputes and settlement mechanisms	Understand
4	a	CMBB16.04	Illustrate the grievance procedure mechanisms to manage the industry relations	Remember
	b	CMBB16.04	Illustrate the grievance procedure mechanisms to manage the industry relations	Remember
5	a	CMBB16.05	Examine the collective bargaining procedures and mechanisms	Understand
	b	CMBB16.05	Examine the collective bargaining procedures and mechanisms	Remember
6	a	CMBB16.06	Illustrate labour welfare activities and worker's participation organizational activities	Understand
	b	CMBB16.06	Illustrate labour welfare activities and worker's participation organizational activities	Remember
7	a	CMBB16.07	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations	Remember
	b	CMBB16.7	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations	Understand
8	a	CMBB16.07	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations	Remember
	b	CMBB16.08	Describe various acts related to perks, bonus and incentives need to give to employees	Understand
9	a	CMBB16.09	Understand the regulations and various acts related to manage factories and mines	Remember
	b	CMBB16.09	Understand the regulations and various acts related to manage factories and mines	Remember
10	a	CMBB16.09	Understand the regulations and various acts related to manage factories and mines	Understand
	b	CMBB16.09	Understand the regulations and various acts related to manage factories and mines	Understand

Signature of Course Coordinator

HOD-MBA