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Question Paper Code : BS2123

M.B.A. DEGREE EXAMINATION, AUGUST/SEPTEMBER 2017.

Fourth Semester

General Management

DBA 7004 — INDUSTRIAL RELATIONS AND LABOUR WELFARE

(Common to Human Resource Management)

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What do you mean by industrial relations?
2. What are trade unions?
3. Define the term industrial dispute.
4. What is conciliation board?
5. What is labour welfare?
6. Why labour welfare fund is essential?
7. What is counseling?
8. What is occupational hazard?
9. Define the term 'Child Labour'.
10. What is social security?

PART B — (5 × 13 = 65 marks)

11. (a) Examine the growth of trade unions in the recent past.

Or

- (b) Emphasize the significance of industrial relations and elaborate the IR problems in the public sector.

12. (a) Explain the causes for industrial disputes and examine its impact on industrial relations.

Or

- (b) Explain the duties and powers of conciliation officers, works committee and boards of conciliation in settlement of industrial disputes.

13. (a) Elaborate the objectives, scope and need for labour welfare.

Or

- (b) Elaborate both statutory and voluntary labour welfare measures.

14. (a) Explain the causes for accidents in industries. Suggest preventive measures and safety provisions to ensure industrial safety.

Or

- (b) Explain occupational hazards and psychological problems faced by employees of industrial units and point out the statutory provisions available to safeguard their interest.

15. (a) Explain the welfare measures available to contract labour, construction labour and differently abled labour.

Or

- (b) Examine the implications of social security available to the special categories of labour.

PART C — (1 × 15 = 15 marks)

16. (a) Discuss the merits and demerits of politics based trade union and presence of multiple unions in India.

Or

- (b) As a Head, Human Resource Department what are the practices most suitable to Indian scenario to have industrial peace.

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Question Paper Code : KJ1123

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2017.

Fourth Semester

General Management

DBA 7004 — INDUSTRIAL RELATIONS AND LABOUR WELFARE

(Regulations 2013)

(Common to Human Resource Management)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What are the needs of Industrial Relation?
2. Define Trade Union.
3. State the major causes for Industrial Dispute.
4. What is Collective Bargaining?
5. Mention any four non statutory employee welfares.
6. Name any four funds for the objective of employee welfare.
7. List out some of the major avoidable causes in Industrial Accidents
8. How psychological health be consider as part of labour welfare?
9. What are the legal restrictions while engaging workers under contract?
10. List out the special considerations which are to be provided by the employer for a physically challenged workers.

PART B — (5 × 16 = 80 marks)

11. (a) Critically comment on the Industrial Relation Disputes faced by the Public Sector Units in India.

Or

- (b) Trace out the evolution growth of Trade Unions and its activities in India.

12. (a) Discuss various types of strikes and methods of preventions to avoid Industrial Disputes.

Or

- (b) Explain the process and types of mechanisms available for resolving industrial dispute between employee and employer.

13. (a) Highlight the constitutional provisions that secures the labour welfare.

Or

- (b) Discuss the measures taken by the government towards the workers education towards their awareness of welfare.

14. (a) Describe the legal provisions related to the Health and Safety of workers in a factory.

Or

- (b) Narrate the procedure and the process of Counselling to overcome the occupational hazards.

15. (a) State the legal provisions for the protection of workers of construction and agriculture.

Or

- (b) 'Occupational hazards of workers of BPO/KPO is in increasing trend' – Comment your views with applicable legal provisions.
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Question Paper Code : S1123

M.B.A. DEGREE EXAMINATION, FEBRUARY/MARCH 2016.

Fourth Semester

General Management

DBA 7004 — INDUSTRIAL RELATIONS AND LABOUR WELFARE

(Common to Human Resource Management)

(Regulations 2013)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What are the importances of industrial relations?
2. List out the four representative organization accorded by the Government of India to participate in Indian Labour Conference.
3. Who are all the representatives in the National Arbitration Promotion Board?
4. List out the impact of Industrial dispute.
5. What do you understand by welfare funds?
6. List out the scope of Labour Welfare.
7. What is meant by occupational hazards?
8. What are the objectives of Industrial safety?
9. What do you understand by KPO Labour?
10. Briefly explain what is meant by contract Labour.

PART B — (5 × 16 = 80 marks)

11. (a) List out and explain the systems model of industrial relations comprising of four major elements and elucidate the industrial relation problems in Public sector industries. (16)

Or

- (b) Explain the scope, objectives and functions of Trade union and its weakness of Trade unionism in India. (16)

12. (a) Explain about industrial conflicts. Is conflict desirable in certain situations? If so, then describe some of these situations? (16)

Or

- (b) What are the causes of industrial dispute and elucidate the role of Government machineries to solve these problems? (16)

13. (a) What are the objectives and necessities of labour welfare office in an industrial Sector and explain about voluntary welfare measures? (16)

Or

- (b) Write short notes on : (2 × 8 = 16)

- (i) Statutory welfare measures
(ii) Types of training schemes imported to industrial workers.

14. (a) What are the causes of industrial accident? Explain the suitable weapons to prevent industrial accident. (16)

Or

- (b) Write short notes on : (2 × 8 = 16)

- (i) Importance of Occupational Health and Hygiene.
(ii) Occupational Disease and related statutory provisions.

15. (a) Write short notes on : (2 × 8 = 16)

- (i) Child Labour Welfare
(ii) BPO Labour Welfare.

Or

- (b) Write short notes on : (2 × 8 = 16)

- (i) Differently abled labour welfare.
(ii) Social assistance to child labour and construction labour.

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Question Paper Code : 80123

M.B.A. DEGREE EXAMINATION, AUGUST 2015.

Fourth Semester

General Management

DBA 7004 – INDUSTRIAL RELATIONS AND LABOUR WELFARE

(Regulations 2013)

(Common to Human Resource Management)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What are the benefits associated with industrial relations?
2. Define trade union. Give an example.
3. What are the impact of industrial conflicts?
4. Define arbitration.
5. What are the objectives of labour welfare?
6. State any four education and training schemes implemented in India.
7. What are the main causes of accidents?
8. Define occupational hazards.
9. Define agricultural labour and give an example.
10. How will you define social security?

PART B — (5 × 16 = 80 marks)

11. (a) Discuss in detail the various industrial relation problems in public sector with suitable illustration. (16)

Or

- (b) Highlight the evolution of trade union. Explain how does codes of conduct helpful in industrial growth. (16)

12. (a) What do you mean by term "dispute"? Explain the impact and causes of strikes. Give atleast any three strikes in public sector. How these strikes are resolved? Explain. (16)

Or

- (b) Discuss in detail the following :
- (i) Prevention vs industrial peace. (6)
 - (ii) Government machinery. (4)
 - (iii) Conciliation. (3)
 - (iv) Adjudication. (3)

13. (a) Describe the concept, objectives, scope and the need for various types of welfare measures in the labour welfare. (16)

Or

- (b) Enumerate the various types of welfare funds and education and training schemes in labour. (16)

14. (a) Explain the role and responsibilities of safety and health professional regarding industrial hygiene. Explain the typical categories of hazards in the workplace. (16)

Or

- (b) Explain the prevention and safety provisions to be taken place in the event of accidents? What are the psychological problems encountered in the event of accidents. Discuss the remedial measures for the above. (16)

15. (a) Enumerate the various types of labour and the welfare measures in detail. (16)

Or

- (b) Write short notes for the following :
- (i) BOP and KPO labour. (4+4)
 - (ii) Social assistance and social security and its implications. (4+4)