

R22

Code No: 783AQ

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA III Semester Examinations, February - 2024

EMPLOYEE RELATIONS

Time: 3 Hours

Max.Marks:60

Note: This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either” “or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

PART- A

(10 Marks)

1. Write a short note on the following:

- | | |
|---|-----|
| a) Non-Union Firms | [1] |
| b) Union Recognition | [1] |
| c) Collective bargaining | [1] |
| d) Integrative bargaining | [1] |
| e) Indian Labour Conference | [1] |
| f) Standing Labour Committee | [1] |
| g) Objectives of Factories act, 1948 | [1] |
| h) Minimum wage calculation as per the Minimum wages act, 1948. | [1] |
| i) Conciliation officer | [1] |
| j) Lay-off. | [1] |

PART-B

(50 Marks)

- 2.a) Discuss the major factors affecting industrial relations in India.
b) Explain the significance of Trade union recognition under trade union Act 1926. [5+5]

OR

- 3.a) Discuss briefly the advantages of employer organizations.
b) Explain the objectives, growth and structure of Trade unions in India. [5+5]

- 4.a) Explain the process of collective bargaining.
b) Highlight the role and importance of collective bargaining in maintaining a healthy IR climate in an organization. [5+5]

OR

- 5.a) Discuss in detail the techniques of negotiating.
b) Outline the legal boundaries for collective bargaining in India. [5+5]

- 6.a) Explain what is tri-partism. Make a critical assessment of tri-partism arrangement in India.
b) Discuss the prerequisites for effective social dialogue. [5+5]

OR

QA QA QA QA QA QA QA G

- 7.a) Explain the scope, aims and purposes of Social dialogue.
- b) Explain the crucial role of social dialogue as a tool to address labour market challenges. [5+5]

QA QA QA QA QA QA QA G

- 8. Discuss the major provisions of Factories Act, 1948. Provide an overview by suggesting the desirability of expanding its purview. [10]

OR

- 9.a) Discuss briefly the salient features of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- b) How is an “unorganized worker” defined under the Unorganized Workers' Social Security Act, 2008? Explain briefly the major problems faced by the unorganized workers and the limitations of this act in addressing them. [5+5]

QA QA QA QA QA QA QA G

- 10.a) Explain the meaning, nature and scope of industrial disputes.
- b) Describe the machinery available under the Industrial disputes Act, 1947 for settlement of industrial disputes. [5+5]

OR

- 11. Discuss the salient features of Industrial Relations code, 2020 and bring out the benefits of codification. [10]

QA QA QA QA QA QA QA G

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QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G