

This question paper contains 3 printed pages.

1999

Your Roll No.

MHROD / I Sem.

A

Course 614 – MANAGEMENT OF INDUSTRIAL RELATIONS

(Admissions of 2004 and onwards)

Time : 3 hours

Maximum Marks : 70

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt all questions. All questions carry equal marks.

1. (a) What are the major problems/issues of labour in India? What can be done about them?
- (b) Does the structure and composition of the labour force inhibit unionization? If so, why?

OR

- (a) Discuss the different types of labour commitment and their implications for industrialization.
 - (b) What should be done to improve the work culture in India?
2. (a) Discuss the key provisions in trade union legislation relating to the threshold limit for union registration, role of outsiders, political funding and immunity from civil and criminal liability and evaluate their relevance in today's context.
 - (b) What are the recommendations of the Second National Commission on Labour with respect to trade union registration and recognition?

OR

- (a) Describe and comment on:
 - (i) Code of Discipline
 - (ii) Unfair labour practices
- (b) What are industrial disputes? Why they arise in industries? What are various forms of disputes?

Turn over

3. (a) What statutory measures are available in India for redressal of employees grievances? Are these sufficient? If not, what are your suggestions?
- (b) Distinguish between:
- (i) Arbitration and Adjudication
 - (ii) Agreement Settlement and Award

OR

- (a) What is social security? Why is it required? In how many forms is it provided in the organized sector?
- (b) To what extent, if any, is labour law reform hindered by the absence of social security in India?
4. (a) Examine the similarities and differences among labour participation, involvement, and empowerment. What are the implications of each of these for employees and trade unions?
- (b) What are the reasons for workforce redundancy?

OR

- (a) What are the key issues in labour policy? Should labour policy be aligned to economic policy or should economic policy be aligned to labour policy?
- (b) Is there a shift in the attitude and approach of the judiciary, politicians, and bureaucrats in addressing the concerns of industry and labour? What are the implications of such a shift?
5. Carefully study the following passage and attempt the questions given at the end of the passage. Your answer need not necessarily be based on the passage but also on your understanding of the topic.

“Trade Union Democracy

In one state, the Chief Minister was invited to the annual conference of a union where union elections were also scheduled. The Chief Minister inaugurated the conference and observed as follows: ‘I propose that you elect Mr. XYZ as your president and the president in turn elect his team.’ Before the members could understand the significance of what the Chief Minister

had said there was a big round of applause from the audience presumably orchestrated by supporters of the Chief Minister’s nominee for presidentship of the union. Before anyone could say anything, quite a few queued up and began to garland Mr. XYZ. Mr. XYZ then rose and announced the names of his nominees. The elections concluded. Those who

were elected were happy about the smooth and cordial manner in which the elections had been held. Referring to two cases in the recent past in neighboring factories, they said, in one the rival unions spent a lot of money in elections. From where had the money come? Would the ones who had spent so much money not want to recover it in

one form or another? Another elected person was talking about how management manipulated the elections to have a 'company' union. Some of the people who had aspired to contest the election were dismayed but could not do much because of the atmosphere in which the whole thing had happened".

Questions:

- (a) Comment on the case and the divergent viewpoints/ perception of those who won the elections without contesting and those who wanted to contest but could not.
- (b) Discuss the problem of trade union democracy.
- (c) What suggestions do you have to make trade unions truly for the members, of the members, and by the members?
- (d) What role, if any, should management have in the manner in which unions are administered? Is there a justification for management to intervene in the internal matters of unions on the grounds that the internal dynamics of unions affect the functioning of the company wherein the unions operate?