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Your Roll No.....

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**M.Com./Sem. III (NC)**

Paper No. : MJ322 : Management of Industrial Relations

Time : 3 Hours

Maximum Marks : 100

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

Attempt All questions.

All questions carry equal marks.

1. Why is it important for parties in the labor relationship to negotiate an agreement as part of the process of collective bargaining ? Also discuss the behavioural theories of collective bargaining. 20

Or

In what ways do the Industrial Relations in public and private enterprises differ from each other ? How can the two sectors stand to gain from each other's experiences so as to improve their industrial relations ? 20

P.T.O.

2. "Worker's participation in management scheme in India" is almost a failure because it is neither based on sound foundation nor workable in practice". Examine the factors responsible for creating this environment and suggest rational measures to make it more effective. 20

Or

How far has International Labor Organization influenced the Indian labor situation ? Suggest suitable measures in this regard. 20

3. An effective grievance handling procedure is one that is preventive rather than curative. Comment and examine. 20

Or

The objective of arbitration is not compromise but adjudication. Explain with examples and relevant case laws. Where applicable ? 20

4. Compare and contrast the organizational structure and performance of Indian Trade Unionism with their counterparts in foreign countries. 20

*Or*

Explain the following concepts :

10×2

(a) Strikes and lockouts

(b) Mafia unionism

5. Evaluate the role and effectiveness of outside leadership in trade unions. How do adverse consequences of outside leadership be avoided in Indian scenario ? Explain 20

*Or*

Explain the following concepts :

10×2

(a) Different approaches to IR

(b) Industrial Indiscipline