

**M.B.A. DEGREE (FT) II SEMESTER EXAMINATION, MAY 2006**

**INDUSTRIAL RELATIONS**  
(Old scheme)

Time: 3 Hours

Maximum marks : 50

(Answer **ALL** questions)  
(All questions carry **EQUAL** marks)

(5x 10 = 50)

- I. A. Explain the influence of socio-economic and political environment on the industrial relations system.  
**OR**  
B. Briefly describe the salient features of Industrial Employment (standing orders) Act, 1946.
- II. A. "Trade Unions in India, at cross roads". Comment.  
**OR**  
B. What are the causes and consequences of industrial conflict and dispute?
- III. A. What are the various conflict resolution machinery available?  
**OR**  
B. What are the conditions under which strikes are termed as legal, illegal and unjustifiable.
- IV. A. Explain the methods available for achieving industrial peace.  
**OR**  
B. What are the common grievances in any industry? Explain the grievance handling machinery.
- V. Case analysis:

The Andhra Pradesh State Road Transport Corporation has been providing passenger transportation facilities since 1956. It has been extending its operation from one region to another by nationalizing the private passenger transport companies on a phased manner. Presently it is operating its services in 80% of the routes in the State. It nationalised two routes in East Godavari District in the State in October, 1988. normally it absorbs all the employees working in passenger transport companies before nationalization and fix their wages at par with the scales of similar categories of jobs.

The pay scales in the corporation are determined on the basis of mutual agreement between the management and the recognized trade union. The scales are revised once in three years. The recent agreement came into force with effect from September, 1988. There are two classes in the driver's category, i.e., Class I (drivers working on long distance buses) and Class II (drivers working in short distance routes).

The pay scale of Class II drivers is enhanced from Rs.600-1200 to Rs.900-1600 (with effect from September, 1988) in consequence to the latest agreement. The agreement further says that the pay scales of the drivers drawing the scale of Rs.600-1200 will be fixed in the scale of Rs.900-1600.

(Turn over)

The corporation absorbed 10 drivers who were with the private passenger transport companies upon the recent nationalization of two routes. The personnel department fixed the scale of these 10 drivers in the scale of Rs.600-1200 and it rejected their plea of fixing their pay in the scale of Rs.900-1600 saying that only the drivers drawing the scale of Rs.600-1200 are now eligible to draw the new scale of Rs.900-1600. The corporation has set up both the grievance machinery and the collective bargaining machinery to resolve employee problems. Then these drivers submitted this issue to the foreman who is their immediate superior. The foreman told them to raise this issue in collective bargaining with the help of trade union leaders, as it is a policy issue. These drivers approached the trade union leaders and persuaded them to solve the issue. The trade union leaders included this item in the draft agenda to the collective bargaining committee to be held in January 1989. But the collective bargaining committee deleted this item from the draft agenda saying that this issue can be settled through grievance machinery, as only 10 drivers out of 3,000 drivers of the corporation are concerned with this issue.

*Questions:*

1. Who is correct? The personnel department or the foreman or the collective bargaining committee.
2. Where do you place this issue for redressal?
3. How do you redress this grievance?

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