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Reg. No. :

Name :

Fourth Semester M.B.A. (CSS) Degree Examination, May 2009
MGT-5045 : INDUSTRIAL RELATIONS AND LABOUR LAWS

Time : 3 Hours

Max. Marks : 60

SECTION – A

Answer **any 5** questions. **Each** question carries **3** marks.

1. Define Trade Union. What is Inter Union Rivalry ?
2. Distinguish between Lockout and Strike.
3. What are standing orders ?
4. What are Quality circles ? Point out the significance of Quality Circles.
5. What is Retrenchment ? How is it different from lay off ?
6. What are tripartite bodies ?
7. What is Industrial Democracy ?
8. What are Joint Management Councils ?

(5×3=15 Marks)

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SECTION – B

Answer **any three** questions. **Each** question carries **10** marks.

9. What steps could you suggest to improve the effectiveness of Trade Unionism in India ?
10. Define the following terms under the Payment of Gratuity Act, 1972.
 - a) Appropriate Govt.
 - b) Continuous Service
 - c) Employee
 - d) Employer
 - e) Wages
11. Explain the concept of industrial relations. What is the significance of good industrial relations ?
12. What is meant by Collective Bargaining ? How is it different from Joint Consultation ?
13. Write a short note on recovery of bonus due from an employer under the Payment of Bonus Act, 1965. **(3×10=30 Marks)**

SECTION – C
(Compulsory)

14. a) Write an essay on Trade Union Movement in India.
 - b) When does a Grievance arise in an industrial establishment ? Suggest suitable steps to handle grievances successfully. **(1×15=15 Marks)**
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