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Reg. No. :

Name :

Third Year M.B.A. (IDE) Degree Examination, May 2009
HR Elective : INDUSTRIAL RELATIONS AND LABOUR LAWS

Time : 3 Hours

Max. Marks : 75

PART – A

Write short notes in **any five** questions. **Each** question carries **5** marks.

1. Privileges of a registered trade union.
2. Politicalisation of trade unions.
3. Misconduct.
4. Standing orders.
5. Lay-off and retrenchment.
6. Conciliation.
7. Wage legislation.
8. Maternity benefits.

(5×5=25 Marks)

PART – B

Write descriptively **any three** questions. **Each** question carries **10** marks.

9. Discuss the role of trade unions in maintaining cordial industrial relations.
10. What do you mean by standing orders ? What are the specific penalties available in case of violation of the provisions of the standing orders ?
11. Explain the machinery available for prevention and settlement of industrial disputes in India.
12. Write a brief note on social security legislations that are made available for the benefit of industrial workers.
13. Describe the evolution and development of wage policy in India. (3×10=30 Marks)

P.T.O.



PART – C

Answer the following case :

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A union category employee of Ennore Foundaries Ltd., came to the punching booth for recording his punching. There was a heap of sand kept for construction purpose. Some quantity of sand got spread near the punching machine. The employee in question while punching, fell on the sand. While falling, he had taken his hand for support. The hand of the workman was in a swollen condition. The union members stressed that the wounded employee should be treated in Bone and Joint hospital at Anna Nagar, Chennai. That treatment in the hospital was costly. The management suggested that the employee should be taken to the nominated hospital with whom the company was having tie-up by paying one-time premium.

Due to the trade union pressure the welfare officer of the company admitted the employee in the Bone and Joint hospital, Anna Nagar, Chennai. X ray was taken. Doctor told union member and the colleague that the treatment was on and that it will take one or two days. The trade union member and the colleague of workman were in a going mood. Both of the trade union member and the co-employee left at 11.30 am. Human resource manager informed the welfare officer that the hospital should not keep the employee for more than necessary hours, as treatment in the hospital was costly and not in conformity with the wage agreement and policy of the company. These were like the biblical dictums guiding every step and at the same time be of good service to the workman also, in tune with the philosophy of the company. Soon the family of the employee arrived and was satisfied and said that they will take care of them.

The next step was making arrangements for discharge from the Bone and Joint hospital for commencing further treatment with the company-nominated hospital. The employee was in the company nominated hospital on the following day. But, the trade union agitated over the issue of admitting in the company nominated union.

Questions :

- 1) Whether the trade union was really interested in the employee or was looking for an opportunity to embarrass the management ?
- 2) Being a welfare officer, how the situation should be handled the incident ?