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**MS-024**

**MANAGEMENT PROGRAMME (MP)**

**Term-End Examination**

**June, 2020**

**MS-024 (Pre-Revlsed) : EMPLOYMENT  
RELATIONS**

**MS-024 (Revised) : INDUSTRIAL RELATIONS**

*Time : 3 Hours*

*Maximum Marks : 100*

*Weightage : 70%*

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*Note : (i) There are two Sections A and B.*

*Section A is for the students who have registered for this course prior to July, 2017. Section B is for the students who have registered for the course July, 2017 onwards.*

*(ii) Each question carries 20 marks.*

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**P. T. O.**

**Section—A****(Pre-Revised)**

1. Explain the historical perspective of industrial relations in India. Describe the recent developments in the field of industrial relations in India.
2. Explain the provisions regarding strikes and lockouts under ~~the~~ Industrial Disputes Act, 1947. Discuss the provisions under the Act for settlement of industrial disputes.
3. Discuss the consequences of labour being included in the concurrent list of the Indian Constitution. Describe the fundamental rights and directive principles under the Indian Constitution.

4. Explain the concept of negotiation and its importance. Describe the guidelines of negotiation and skills and traits of negotiating team.
- \* 5. Discuss the factors responsible for the failure of participative schemes in India. Describe the strategies for making participative forums effective.
6. Discuss the origin and growth of employers' organisation in India. Describe the structure and functions of the employers' organisation in India.
7. Describe the International Labour Organisation and explain the dispute settlement process. Define adjudication and discuss the principles of industrial adjudication.

8. What is Grievance ? Explain various approaches of grievance resolution. What are the advantages of a formal mechanism of grievance redressal procedure ?

### Section—B

#### (Revised)

1. Explain the concept and features of globalization in Industrial Relations (IR). Describe. "The state intervention is becoming increasingly evident in IRS." Elucidate the statement.
2. Discuss the historical perspective behind the labour policy of the Government of India. Describe the landmarks of labour administration in India.
3. Discuss the structure of Trade Unions in India. Explain the methods of verification of union of membership and state the advantages and disadvantages of each of these methods.

4. Discuss the origin, growth, aims and objectives of the employers' organizations in India. Describe the first National Commission on Labours (NCL) observations on the employers' organizations in India.
5. Explain the meaning and concept of collective bargaining. Briefly describe the various theories on collective bargaining.
6. Discuss the fundamental rights and directive principles relating to industrial jurisprudence. Describe the role of ILO in promoting social justice and its impact on industrial relations in India.
7. Explain the aims and objectives of Workers' Participation in Management. Describe the pre-requisites for effective participation.

8. Write short notes on any *two* of the following :

- (a) Directive Principles
- (b) Red hot store rule
- (c) Gandhian approach to industrial relations