



Sanjay Ghodawat University, Kolhapur

2018-19

Established as State Private University under Govt. of Maharashtra. Act No XL, 2017

EXM/P/09/01

Year and Program: 2018-19

School of Commerce &
Management

Department of MBA

Course Code: HR613

Employee Relations

Semester – III

Day, Date:-Tuesday

End Semester Examination
(ESE)

Time: 3 Hours

Max Marks: 100

18/12/2018

Instructions:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

Q.1	Attempt the following	Marks	Bloom's Level	CO
a)	"Application of proper Industrial Relations is essential in companies". Comment.	07	L ₃	CO1
	OR			
a)	Is there a future for trade unions in the industry? Can you find an example of a positive effect of trade unions on business?	07	L ₃	CO1
b)	Explain how Gandhian Approach was applied in Industries Relations.	08	L ₄	CO2
	OR			
b)	Analyze the different elements of System approach that had made it one of the most effective approaches of Industrial Relations?	08	L ₄	CO2
Q.2	Attempt the following			
a)	"Union Problems are the key element in Industrial failure". Comment	07	L ₁	CO3
	OR			
a)	Explain functions of Trade Union in India.	07	L ₁	CO3
b)	"Collective bargaining allows the workers to band groups like trade union, create a louder voice that can help provide the benefits to workers and employers". Comment.	08	L ₃	CO4
	OR			
b)	Employee participation is applicable at which three different levels?	08	L ₃	CO4
Q.3	Attempt any Two			
a)	Explain various ways to improve Industrial Relation.	08	L ₁	CO1
b)	"Perception and Attitude of Employee affect the working conditions according to psychological Approach". Comment	08	L ₂	CO2

	c)	Elaborate the causes for cancellation of registration under Trade Union Act.	08	L ₂	CO3
	d)	Collective bargaining is process of joint decision making and basically represents a democratic way of life in Industry: Explain	08	L ₁	CO4
Q.4	Attempt any Two				
	a)	A Company conducts a fair Performance Appraisal System. But few employees are having complaint against the Performance Appraisal System. As a HR Manager explain how through different functions of adjudication machineries the grievance can be settled.	09	L ₃	CO5
	b)	How to resolve the complaint of an employee through grievance cell regarding irregular salary payment.	09	L ₃	CO5
	c)	As a HR Manager frame a Standing Order Conduct for your workmen of the company.	09	L ₄	CO5
Q.5	Attempt any Two				
	a)	Explain the causes of Industrial Unrest?	09	L ₂	CO6
	b)	A group of 5 workers are absent from the workplace without informing supervisor for 10 days. All 5 workers leave without pay had been done by HR department. Now the workers are forcing the supervisor to talk to management or else they are threatening him that they will create a dispute between workers and management by going on strike. Q. How will Conciliation works in above case for settling dispute?	09	L ₃	CO6
	c)	If any dispute arises in an Industry through which process it can be resolved?	09	L ₂	CO6
Q.6	Attempt any Three				
	a)	Define standing orders and its objectives.	06	L ₂	CO5
	b)	As a HR Manager explain how code of discipline can be followed in a company.	06	L ₂	CO5
	c)	Explain the Scope of Industrial disputes.	06	L ₂	CO6
	d)	Explain Arbitrary method for settling of industrial dispute.	06	L ₂	CO6
