Your Roll No.................

Department of Management, SMBS, Jamia Hamdard

MBA III Semester Examination - December 2025

Paper-MBA-GE-HR-01

Management of Industrial Relations

Time: 2.5 Hours **Maximum Marks: 60**

(Write your Roll No. at the top immediately on receipt of this question paper)

Answer any FIVE of the following questions. All questions carry equal marks (5 x 12 = 60)

1. Discuss the salient features of Industrial Relations in India. Why is the role of a Human Resource Manager crucial for maintaining Industrial peace and harmony? Explain.
2. Discuss in detail the rights and liabilities of trade unions registered under the Trade Union Act of 1926. What is the status of unregistered unions in the country?
3. State the objective and scope of the Industrial Employment (Standing Orders) Act, 1946
4. Describe the various steps in the settlement of an industrial dispute. Is it incumbent on the appropriate Government to refer an industrial dispute to adjudication?
5. What do you mean by 'Minimum Bonus' and 'Maximum Bonus'? How it is calculated? Discuss in detail.
6. What points should be taken into consideration while fixing minimum rates of wages? What is the procedure for fixing and revising the same?
7. Summarize the provisions of the Payment of the Gratuity Act, 1972, and suggest measures for improvement.
8. Write short notes on **any three** of the following: (3x4=12)
   a. Office bearers of the trade union
   b. Advantages of a registered trade union
   c. Emerging challenges of Industrial Relations
   d. Settlement of Industrial disputes
   e. Lay-off

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