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

Department of Management, SMBS,
Jamia Hamdard, New Delhi
MBA SEMESTER III EXAMINATION, 2019
Paper-MBA-GE-HR-01
MANAGEMENT OF INDUSTRIAL RELATION

Time: Three Hours **Maximum Marks: 75**

(Write your Roll No. at the top immediately on receipt of this question paper)
Answer any FIVE from the following questions. All question carry equal marks.

(1) Discuss the pre-requisites for promoting and maintaining healthy Industrial Relations.

(2) Explain the procedure for the certification of standing orders. Whether the certified Standing Orders could be modified? Explain. (10+5=15)

(3) Discuss the provisions relating to voluntary reference of disputes to arbitration. Explain the functions and powers of the conciliation officers. (7.5+7.5=15)

(4) Briefly describe the unfair labour practices of employers and workmen as contained in the Industrial Dispute Act, 1947.

(5) Define a trade Union. Explain the rights of a registered trade Union under the trade union act, 1926. (5+10=15)

(6) State the scope and object of the Payment of Gratuity Act. When does the Gratuity become Payable? What are the monetary benefits, the eligible employee gets? (5+5+5=15)

(7) What points should be taken into consideration, while fixing minimum rates of wages? What is the procedure for fixing and revising the same? (5+10)

(8) Write short notes on **any three** of the following: (3x5=15)

(a) Government approach to Industrial Relation

(b) Emerging challenges of Industrial Relations

(c) Set on and set-off

(d) Award and Settlement

(e) Retrenchment

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