

01541

MANAGEMENT PROGRAMME

Term-End Examination

December, 2015

MS-24 : EMPLOYMENT RELATIONS

Time : 3 hours

Maximum Marks : 100

(Weightage 70%)

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- Note :** (i) There are two Sections A and B.
(ii) Attempt any three questions from Section - A.
Each question carries 20 marks.
(iii) Section - B is compulsory and carries 40 marks.
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SECTION - A

1. Discuss the constitutional framework of industrial relations. What is the impact of ILO on industrial relation.
2. Briefly describe the structure of trade unions in India.
3. Identify the factors responsible for the formation of white collar managerial unions. Briefly discuss the evolution of managerial unions in India.
4. Define discipline in industry. Discuss the acts of misconduct.

5. Write short notes on **any three** of the following :
- (a) Nature and content of Collective Bargaining.
 - (b) Powers and duties of conciliation officers.
 - (c) Trade Unions Act 1926.
 - (d) Equity and fairness in employment relations.
 - (e) Rationale for participation.

SECTION - B

6. Read the case given below and answer the questions given at the end :

The Aristocrat Baggage Company's Suggestion Committee is meeting. The members of the committee are listening to a report by the Secretary on the discussion that had taken place in the Company's Joint Consultative Committee meeting to which he was invited.

One of the workers' representatives of the Joint Consultative Committee had brought up the case of the operator, Raman Gandhi, who three years before had put in a suggestion regarding the dispatch procedure which was turned down by the Suggestion Committee. Two years later a new Dispatch Manager was appointed. Apparently, a year after his appointment he introduced what virtually amounted to the idea suggested by Mr. Gandhi.

Mr. Gandhi was furious when he heard about this and complained to the union leaders. He stated that his idea was stolen and that he will never give any new ideas under the suggestion scheme. "It is ramp" he announced. Some of his colleagues agreed with him.

At the Joint Consultative Committee meeting, the Secretary had a somewhat tough time during the heated discussion. Subsequently, as he discussed the matter with the new Dispatch Manager, the latter stated that "in any case the situation is different now. Gandhi's idea could not have been workable at that time". The Suggestion Committee discussed the matter, but failed to take any decision in this case.

Questions :

- (a) What is the problem in this case ?
 - (b) Should it be mandatory for the Suggestion Committee to give reasons if it turns down any suggestion by a worker ?
 - (c) How would you deal with the present situation ? What step would you take to avoid the recurrence of such a problem in future ?
 - (d) How would you encourage the workers to participate in the suggestion scheme of the company ?
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