



R22 Regulation

Subject code:D143HR3

# TKR COLLEGE OF ENGINEERING AND TECHNOLOGY

(Autonomous, Accredited by NAAC with 'A+' Grade)

MBA III Semester Regular/Supplementary Examinations, February 2025

## EMPLOYEE RELATIONS

Maximum Marks: 60

Date:14.02.2025

Duration: 3 hours

- Note:**
- 1.This question paper contains two parts A and B.
  2. Part A is compulsory which carries 10 marks. Answer all questions in Part A.
  3. Part B consists of 5 Units. Answer any one full question from each unit.
  4. Each question carries 10 marks and may have a, b, c, d as sub questions.

| Part-A   |   | CO  | Bloom Tx |
|--|---|-----|----------|
| All the following questions carry equal marks (10X1M=10 Marks) |   |     |          |
| 1.a)   | Define Industrial Relations.  | CO1 | L1       |
| b)   | What is The Gandhian Approach?  | CO1 | L1       |
| c)   | Define Collective bargaining.   | CO2 | L1       |
| d)   | What is National - Level Agreements?  | CO2 | L1       |
| e)   | Define ILO .  | CO3 | L1       |
| f)   | Define Tripartism.  | CO3 | L1       |
| g)   | State any 2 objectives of ESI Act, 1948.  | CO4 | L1       |
| h)   | What is Payment of bonus act 1965?  | CO4 | L1       |
| i)   | Joint Consultation.   | CO5 | L1       |
| j)   | What is Industrial Relations (IR) Code 2020?  | CO5 | L1       |
| Part-B   |   |     |          |
| Answer All the following questions. (5X10M=50Marks)            |   |     |          |
| 2  | Explain about Globalization and Industrial Relations. [10M]                                       | CO1 | L2       |
| OR   |   |     |          |
| 3  | Write about The System Framework of Industrial Relation? [10M]                                    | CO1 | L2       |
| 4  | Explain about Management relations in the Post-liberalized in India. [10M]                        | CO2 | L2       |
| OR   |   |     |          |
| 5  | Discuss about public Sector Bargaining and Social Security for improving workers relations. [10M] | CO2 | L2       |
| 6  | Discuss about social dialogue and the Reform process. [10M]                                       | CO3 | L3       |
| OR   |   |     |          |
| 7  | Explain the role of state in Tripartism. [10M]  | CO3 | L2       |
| 8  | What is Payment of Wages Act, 1936? Discuss the provisions of Payment of Wages Act, 1936. [10M]   | CO4 | L3       |
| OR   |   |     |          |
| 9  | Briefly write about the provisions of the Factories Act, 1948. [10M]                              | CO4 | L3       |
| 10   | What are the types of grievances observed in Indian organizations? [10M]                          | CO5 | L2       |
| OR   |   |     |          |
| 11   | Explain the nature and scope of Industrial Disputes. [10M]  | CO5 | L2       |