

**MBA-10/PGDHRM-10 (Master of Business Administration/
P.G Diploma in Human Resource Management)
Fourth Semester, Examination 2012
HR-2304
International Human Resource Management**

Time: 3 Hours

Maximum Marks: 60

Note: This paper is of **sixty (60)** marks containing **three (03)** sections. Learners are required to attempt the questions contained in these sections according to the detailed instructions given therein.

SECTION – A

(Long-answer - type questions)

Note: Section 'A' contains four (04) long-answer-type questions of fifteen (15) marks each. *Learners are required to answer two (02) questions only.*
(2*15=30)

1. How has industrialization changed the traditional outlook of the labour-management relationship in India?
2. Define 'Strike'. Explain the prohibition of strikes and lock outs. In which circumstances strikes and lock-outs are illegal under Industrial Disputes Act 1947?
3. Discuss the mode of registration of Trade Unions under the Trade Unions Act 1926. Does such registration provide any advantages to the Trade Unions?
4. In India the goals set by the Indian Constitution have a bearing on industrial legislation and adjudication. From this point of view, discuss briefly, the setting of industrial legislation and labour policy in the constitutional framework.

SECTION – B

(Short – answer – type questions)

Note: Section 'B' contains eight (08) short- answer type questions of five (05) marks each. *Learners are required to answer four (04) questions only.* Answers of these questions must be restricted to two hundred fifty (250) words approximately. **(4*5=20)**

Briefly discuss **any four (04)** of the following;

1. Define 'Industrial Relations'.
2. What is collective bargaining?
3. Why is the case of *State of Bombay v Hospital Mazdoor Sabha* considered to be a landmark in labour law?
4. What is voluntary arbitration and why is it important?
5. Define 'award' and elaborate upon its two parts.
6. What are the four elements of picketing?
7. Differentiate between (a) lay-off and lock-outs, and (b) lay-off and retrenchment?
8. Write short notes on these procedural safeguards: (a) Charge-sheet (b) Explanation

SECTION – C

(Objective – type questions)

Note: Section 'C' contains ten (10) objective –type questions of one (01) mark each. **All the questions of this section are compulsory.**

(10*1=10)

Indicate whether the following are true or false;

1. The law of employer-employee relationship is governed primarily by service rules and regulations, standing orders or contract of employment.
(T/F)
2. The term workmen as defined in Trade Unions Act, 1926 refers only to those persons who are employed to do technical work.
(T/F)
3. The conciliator simply assists the parties to come to a settlement, whereas the arbitrator listens to both the parties and then gives the judgement.
(T/F)
4. Courts have held that if the lockout is illegal, full wages for the period of lockout shall have to be paid to the workers.
(T/F)

5. Every industrial undertaking employing one hundred or more workers is under an obligation to set up a works committee consisting equal number of representatives of employer and employees.

(T/F)

Indicate the correct answer-option;

6. The process of industrial dispute settlement by which a third party persuades disputants to come to an equitable adjustment of claims is called:

(A) Mutual Adjustments

(B) Adjudication

(C) Conciliation

(D) None of the above

7. Which of the following is one of the powers of the Registrar of Trade Unions?

(A) Power to conduct election

(B) Power to decide rival claims

(C) Power to decide regarding admission of membership

(D) Power to hold enquiry

8. Which of the following is not an instrument of economic coercion employed by labour in industrial disputes?

(A) Strike

(B) Bandh

(C) Lock out

(D) No work no payment

9. Which of the following is not one of the primary objectives of Trade Unions?

(A) To regulate the relations among workmen

(B) To regulate the relations between employers and workmen

(C) To impose restrictive conditions on the conduct of any trade or business

(D) To improve the productivity of the organization

10. The Industrial Employment Act requires every employer of an industrial establishment to submit the draft i.e., “rules relating to matters set out in the Schedule.” This draft is called:

(A) Memorandum of Understanding.

(B) Standing Orders.

(C) Certification of Registration.

(D) None of the above.