

**Madras University**

**M.B.A Industrial and Labour Relation**

**MAY 2010 P/ID 77529/PMEN**

**TIME: THREE HOURS**

**MAXIMUM: 100MARKS**

**PART A- (5X6 = 30 MARKS)**

ANSWER ANY 5 QUESTIONS

1. Write short note on Miller and Form's theory of Industrial relations.
2. Bring out the meaning of the term arbitration and adjudication.
3. Define the term "Lock out".
4. What are the different modes of worker's participation?
5. List the cardinal principles of trade union.
6. Why do employees join trade union?
7. What are the essential features of collective bargaining?
8. Define the term "Health".

**PART B- (5X10 = 50 MARKS)**

ANSWER ANY 5 QUESTIONS

9. Discuss the functions of industrial relation.
10. Write short note on works committee and explain its duties.
11. Enumerate the various levels of worker's participation.
12. Discuss the causes of failures of JMCs.
13. What are the characteristics of trade union?
14. List out the reasons for limited success of collective bargaining in India.
15. Bring out the revised objective of ILO after Philadelphia conference in 1944.
16. Examine the various provision are available with regard to safety aspects of the employees.

**PartC- (1X20=20 marks)**

Compulsory

17. Case study:

SS Mills Ltd, was established in 1920 in Salem for manufacturing yarns and supplying it to the cotton mills in and around city. The company was initially found with limited capacity and over period of one decade it grew to become one of the largest yarn mills in Coimbatore. The founder of the company Mano, was the follower of Gandhian

Philosophy and believed in Paternalistic approach towards employees because there was little scope for grievance. But after some time only the influence of politician and freedom fighters the trade union movement picked up in Salem. Due to pressure from the workers of other units two trade unions were formed in SS mills one with support of the communist and other with the support of INC. The leader of these union were very keen to increase the membership. Do do so they became to use the anchor of the employees against 'Injustice' being done to them. Mano in spite of his best effort could not convince the union to maintain harmonics industrial relations. The union leaders to meet their own selfish ends started to create industrial unrest on the most minor issues leading to loss of production. There were strikes losing from 5 days to 1 month over span of two years. On each of these occasions the management took the help of leading freedom fighters for conciliation under arbitration and were also able to reduce industrial unrest.

Questions.

- 1.Critically analyse the above case and identify the problems faced by the management.
- 2.Do you suggest any approach for resolving the problems?

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