



**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034**

**B.A. DEGREE EXAMINATION – ECONOMICS & SOCIOLOGY**

**THIRD SEMESTER – APRIL 2014**

**CO 3203 - INDUSTRIAL RELATIONS**

Date : 10/04/2014  
Time : 09:00-12:00

Dept. No.

Max. : 100 Marks

**SECTION – A**

**Answer ALL questions:**

**(10 x 2 = 20 marks)**

1. What is Industrial Dispute?
2. What do you mean by Bargaining Structure?
3. Define a Trade Union.
4. List out the approaches to Industrial Relations.
5. Define 'Lay-Off'.
6. What do you mean by Retrenchment?
7. Define 'Employee Discipline'.
8. Who is a Conciliation Officer?
9. Define 'Communication'.
10. List out the essentials of a good disciplinary system.

**SECTION – B**

**Answer any FOUR questions:**

**(4 x 10= 40 marks)**

11. Explain in brief the functions of a Trade Union.
12. State the cause and effect for poor Industrial Relations.
13. Define Collective Bargaining. Explain the benefits of the same.
14. Discuss the factors influencing workers participation in management.
15. Explain the various kinds of punishment provided to the employees in the organization.
16. Explain the desirable features of a grievance procedure.
17. Explain the concept of 'Hot Stove Rule'.

**SECTION – C**

**Answer any TWO questions:**

**(2 x 20 = 40 marks)**

18. Bring out the reasons as to why grievances arise among employees in the organization?
19. Explain in detail the Rights and Liabilities of a Registered Trade Union.
20. Discuss the objectives of workers participation in management.
21. What are the important contents of a Collective Bargaining Agreement?

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