



Navrachana University
End Semester Examination
May – 2017
SYMBA – Sem IV

Subject Code : HR212

Subject Name : Managing Industrial Relations

Date: 08/05/2017

Time: 8.00 AM to 10.00 AM

Instructions:

- Write new answer on a new page.
 - Demonstrate the diagrams and give appropriate examples (if applicable)
 - All Questions are compulsory.
 - Total marks: 40
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1. What is workers participation in management? What are various forms of participation? Has it been a success in India? 8
2. What are the characteristics of knowledge workers? What are typical HR/ IR issues of knowledge workers and how are these managed? 10
3. Are unions necessary? Discuss the objectives and functions of trade unions? Briefly describe the process of recognizing a union. 8
4. What are the factors influencing industrial relations? What is the HRD approach to industrial relations? 8
5. Reply in 'true' or 'false', and give reason to it. 6
 - a. Registered union is same as recognized union.
 - b. It is easier to tackle knowledge workers compared to traditional blue collar workers.
 - c. Issues related to health and safety are covered in ESIC act
 - d. Duration of a lockout cannot be more than 30 days.
 - e. Contribution by employers in provident fund is optional.
 - f. Technology does not impact work practices and human resources.