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Reg.No :

Name :

MAHATMA GANDHI UNIVERSITY, KOTTAYAM
MGU-BBA (HONOURS) REGULAR EXAMINATION MARCH 2026
FOURTH SEMESTER
Core Course(CC) - MG4CCRBBA203 - INDUSTRIAL RELATION
(2024 ADMISSION ONWARDS)

Duration: 2 Hours

Maximum Marks: 70

Remember(K), Understand(U), Apply(A), Analyse(An), Evaluate(E), Create(C), Skill(S), Interest(I) and Appreciation(Ap)

Students should attempt at least one question from each course outcome to enhance their overall outcome attainability.

Part A

Short Answer Questions(four to five sentences)

A choice between two options for each question, answer five short answer questions, one from each pair, Each question carries **3** marks

- 1a. State any three indicators of poor Industrial Relations. [U] / [CO1, CO2, CO3, CO4]

OR

- 1b.. Define the Sociological approach to Industrial Relations. [U] / [CO1, CO2, CO3, CO4]

- 2a. How does ASSOCHAM act as a bridge between industry and government? [U] / [CO2]

OR

- 2b. Who elects the members of the Governing Body of the ILO? [K] / [CO2]

- 3a. Define strike and mention any two types. [K] / [CO3]

OR

- 3b. Illustrate with a simple example how external economic pressures contribute to the failure of collective bargaining. [A] / [CO3]

4a. State Who appoints the arbitrator in voluntary arbitration? [K] / [CO3]

OR

4b. Differentiate between strike and lockout. [U] / [CO3]

5a. Explain the levels of worker's participation with examples. [U] / [CO4]

OR

5b. Discuss the importance of safety measures in industrial establishments. [K] / [CO4]

[5x3 = 15]

Part B

Short Essay

A choice between two options for each question, answer three short essay questions, one from each pair, Each question carries **5** marks

6a. Discuss the role of Industrial Relations in industrial peace. [U] / [CO2]

OR

6b. Explain the objectives of the ILO in promoting social justice. [U] / [CO2]

7a. Explain the voluntary and flexible nature of collective bargaining. [U] / [CO3]

OR

7b. Explain the meaning of grievances and discuss their importance in industrial relations. [U] / [CO3]

8a. Describe the elements of employer involvement. [K] / [CO1, CO2, CO3, CO4]

OR

8b. State the objectives of Industrial Relations. [U] / [CO1, CO2, CO3, CO4]

[3x5 = 15]

Part C

Long Essay

A choice between two options for each question, answer one long essay question, one from each pair, Each question carries **20** marks

9a. Illustrate with examples the meaning of lay-off under the Industrial Disputes Act, 1947. Discuss in detail the causes, types, and legal provisions relating to lay-off in industrial establishments. [An] / [CO3]

OR

- 9b. Explain the role of Collective Bargaining as a preventive machinery in maintaining industrial peace with suitable examples.

[U] / [CO3]

[1x20 = 20]

Part D

Compulsory Case Study

- 10a. Sunrise Engineering Ltd. is a medium-sized manufacturing company employing about 600 workers, including permanent and contract employees. Over the past two years, the company increased production targets due to rising demand but failed to revise wages accordingly. Contract workers received lower wages and had no access to welfare benefits.

[A] / [CO2]

Dissatisfaction among workers led to the formation of two separate trade unions—one affiliated with a national political party and another independent union. Rivalry between the unions weakened collective bargaining efforts. Internal leadership conflicts and political interference further complicated matters.

Workers demanded better wages, safer working conditions, and job security through their unions. Due to lack of unity and effective leadership, negotiations with management failed, resulting in an industrial dispute and temporary work stoppage. The labor department intervened and advised the unions to unite and focus on common objectives to resolve the conflict.

1. Identify the type(s) of trade unions formed in Sunrise Engineering Ltd.
2. Apply the functions of trade unions to explain how the unions could have effectively represented workers.
3. Analyze the problems of trade unions evident in this case.
4. Apply the objectives of workers' organisations to suggest suitable demands for the workers.
5. Suggest practical measures to improve the effectiveness of trade unions and industrial relations in the company.

[1x20 = 20]