



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, May 2021

Course: INDUSTRIAL RELATIONS
Programme: MBA- HRM
Time: 03 hrs.
Instructions: All sections are compulsory.

Semester: II
Course Code:HRES8004
Max. Marks: 100

SECTION A
(Each question carries 5 marks)
Answer in True/ False Only

S. No.		Marks	CO
Q-1	Every grievance raised by the worker is an Industrial Dispute	5	CO1
Q-2	Only the employees of a company can be members of a registered trade union of that company	5	CO3
Q-3	In all organizations, if workers go on strike without giving a six weeks' notice, the strike is a illegal strike	5	CO2
Q-4	An organization may have a policy wherein ICC constituted in accordance with the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, allows a male employee to be a complainant	5	CO3
Q-5	A show cause notice is mandatory to be given to an accused employee (for alleged act of misconduct) before suspending him/ her pending the inquiry	5	CO2
Q-6	Works Committee is formed tin organizations to settle industrial disputes	5	CO4

SECTION B
All questions carry 10 Marks

Q-7	Differentiate between various approaches to IR citing relevant examples	10	CO1
Q-8	Explain how the philosophy of "Industrial Democracy" in India is reinforced by various legal provisions that are provided in Indian Labor legislation regime pertaining to Industrial Relations	10	CO2
Q-9	Define Layoff and Retrenchment. Briefly outline the similarities and differences between layoff and retrenchment. Explain giving practical example the process of calculation of layoff and retrenchment compensation	10	CO3
Q-10	What are the various mechanisms and policies that the organizations in India utilize to promote amicable resolution of employee grievances? Explain how such grievances handling mechanisms may be further improved	10	CO2
Q-11	What is the difference between a registered and a recognized trade union? Explain the process of registration and recognition of a trade union.	10	CO3

SECTION-C
20 Marks

Q-12	<p>Off-Late India has a legal provision for prevention and settlement of issues related to sexual harassment of woman at workplace.</p> <p>Even after having a comprehensive and a strong law, it is observed that owing to social, and family pressures, and in-order to avoid social backlash female employees refrain and hesitate to make a formal complaint pertaining to sexual harassment.</p> <p>Suggest policy and practice intervention an organization may undertake so that the female employees have enhanced trust and faith on the sexual harassment prevention and settlement mechanisms.</p>	20	CO4
	*****End of the paper*****		