



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2020

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

Semester: III
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	People who do not work in a company can not be members of the trade union of that company.	5	CO3
Q-3	In every company it is mandatory to give a six weeks' notice before striking	5	CO2
Q-4	A male employee can never be a complainant as per The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	5	CO3
Q-5	A show cause notice is mandatory to be given to an accused employee before suspending him pending the inquiry	5	CO2
Q-6	Joint Management Council (JMC) are formed to settle industrial disputes	5	CO4

SECTION B
All questions carry 10 Marks

Q-7	What are various approaches to IR? Briefly explain citing relevant examples	10	CO1
Q-8	Explain how the philosophy of "Industrial Democracy" in India influences the policies and practices of Industrial Relations	10	CO2
Q-9	What compensation (if any) is to be provided to the worker in case of layoff and retrenchment of the worker? Differentiate between layoff and retrenchment.	10	CO3
Q-10	What are the various forums provided under law to promote amicable relations between workers and the management? Have these forums been able to succeed?	10	CO2
Q-11	Briefly explain the process of registration of trade unions in India, also what are the guidelines for the employer for recognition of a Union?	10	CO3

SECTION-C
20 Marks

Q-12	In India many a times the female employees refrain from putting a complaint of sexual harassment due to fear of social backlash and the fear of being judged by the peers. What can the organizations do to eliminate such fear and ensure every complaint is reported and justice takes its own course? Discuss.	20	CO4
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