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M.B.A. EXAMINATION, 2020

(Fourth Semester)

(C Scheme) (Re-appear)

(MBA)

HRM06C

EMPLOYEE RELATIONS

Time : 2½ Hours]

[Maximum Marks : 75

Before answering the question-paper candidates should ensure that they have been supplied to correct and complete question-paper. No complaint, in this regard, will be entertained after the examination.

Note : Attempt *Four* questions in all. All questions carry equal marks.

1. “Approaches of industrial relations do not really matter. It is the reality of the workplace that determines the outcome of industrial relations.” Discuss.
2. Discuss the changing characteristics of the Indian worker. In what way has the opening up of the economy influenced the changing workforce profile.
3. What are the prerequisites for employee relations management ? Are they prevalent in Indian industry today ? Give suitable illustrations in support of your answer.
4. (a) Explain the equity, flexibility and the extent of worker’s participation in management concept as the principles of employee relations.
(b) Describe, how technological changes, globalization and changing aspirations and expectations of employees are responsible for the future of employee relations ?

5. What are wage differentials ? Explain the functions and factors responsible for wage differentials in Indian context.
6. Bring out the differences in the “Hay model and Perrin model of total rewards” of remuneration.
7. Why is adjudication preferred to conciliation or arbitration ? What could be the various advantages ?
8. (a) Is it desirable to have conflicts within organisations ? Why ?
(b) Which approach, in your view, is more likely to yield a functional outcome to a conflict ?