

School of Business

Department of Business
Mid Term Examination

Exam Date: 03 Oct 2023

Time : 90 Minutes

Marks : 50

Sem IX - MBHR6004 - Industrial Relations and Labour Laws

Your answer should be specific to the question asked

Draw neat labeled diagrams wherever necessary

- 1) Explain the impact of globalization on Trade Unions. K2 (2)
- 2) Define Trade Union. Also list the various problems of Trade Unions K1 (3)
- 3) Explain in detail the employers' associations. K2 (4)
- 4) Summarize the concept and significance of Industrial relations. K2 (6)
- 5) Identify how methods picketing and boycott are dissimilar to each other. K3 (6)
- 6) You are the Human Resources Manager of a medium-sized manufacturing company. Recently, some of your employees have expressed interest in forming a trade union. As an HR manager, you need to address this situation appropriately. Identify few steps you would take to handle the formation of a trade union and its implications on the company and its employees. K3 (9)
- 7) Analyze the role of changing demographics of workforce on industrial relations system in India. K4 (8)
- 8) Airbus, gradually losing its market disclosed a drastic plan by cutting thousands of jobs, selling off production units and outsourcing the major works to external suppliers. Strikes and protests greeted the European plane maker. Protests and strikes that had begun at French Airbus plants on the eve of the announcement gathered momentum and spread across the German border. The company said it will seek to avoid layoffs by using voluntary schemes such as early retirement, but made no promises. This Strategy adopted by Airbus got an opening over the issue of distribution of job losses when the two countries France & Germany agreed to share both job losses and new technology.
Question
Analyse the role of Airbus in handling the issue? K4 (12)

OR

- Examine the mechanisms of conciliation machinery and its role in settlement of industrial disputes. K4 (12)