

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)
EXAMINATION: MAY - 2025
SEMESTER - VI

Sub : Industrial Relations (BBA22-614HRM)

Date : 23/05/2025

Total Marks : 60

Time: 10.00 am To 12.30 pm

Instructions: 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

1. Industrial relations primarily deal with the relationship between
 - a) Employees and suppliers
 - b) Employers and employees
 - c) Government and the public
 - d) Customers and businesses
2. A trade union is an organization formed by
 - a) Employers
 - b) Workers to protect their interests
 - c) Government officials
 - d) Business owners
3. The purpose of collective bargaining is to
 - a) Reduce wages
 - b) Ensure mutual agreement between employers and employees
 - c) Increase government interference in labor matters
 - d) Avoid communication between employers and employees
4. Which of the following is NOT a method of industrial dispute resolution?
 - a) Collective bargaining
 - b) Mediation
 - c) Arbitration
 - d) Price fixing
5. The main objective of industrial relations is to
 - a) Increase company profits
 - b) Maintain harmony between employers and employees
 - c) Control market competition
 - d) Promote international trade

Q. 2. State True / False (05)

1. A strike is a legal right of workers under the Industrial Disputes Act.
 - a) True
 - b) False
2. A dispute between a worker and a manager is considered an industrial dispute.
 - a) True
 - b) False
3. The government can intervene in an industrial dispute to maintain industrial peace.
 - a) True
 - b) False
4. Voluntary arbitration is one of the methods to settle industrial disputes.
 - a) True
 - b) False
5. An industrial tribunal is responsible for resolving minor workplace disputes.
 - a) True
 - b) False

Q. 3. Write Short notes on (Any Three) (15)

1. Participants in IR
2. Arbitration
3. Emerging trends in IR
4. Collective Bargaining
5. Importance of Conflict Resolution

Q. 4. Answer in detail (Any Two) (20)

1. Define Industrial Relations & explain its importance.
2. What are the laws framed in India for Employees' Rights?
3. What is Industrial Conflict? Explain its types.
4. What do you mean by Arbitration Agreement? Explain essentials of Valid Arbitration Agreement.

Q. 5. Case study (15)

XYZ Manufacturing Ltd., a large automobile company, has been facing increasing **labor unrest** at its main production plant. Workers have been demanding **higher wages, better working conditions, and improved job security**. The management, however, argues that due to **financial constraints and declining sales**, meeting these demands is not feasible at the moment.

Tensions escalate when a group of employees stages a **strike**, halting production for several days. In response, the management threatens to **terminate** some employees and bring in temporary workers to resume operations. The labor union **files a complaint** with the labor court, accusing the company of unfair labor practices and violation of **industrial relations laws**.

Questions :

1. What is the significance of industrial relations in maintaining a productive work environment?
 2. How can labor unions contribute to maintaining industrial harmony while representing workers' rights?
 3. How do labor strikes and industrial disputes affect the company's production, revenue, and reputation?
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