

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.) (071)
EXAMINATION: DECEMBER - 2025
SEMESTER - VI
Sub : Industrial Relations (BBA22-614HRM)

Date : 30/12/2025**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. Which of the following principles is NOT associated with labour legislations in India?
 - a) Social equity
 - b) Social justice
 - c) Profit maximization
 - d) Worker participation
2. Which of the following is NOT a type of trade union?
 - a) Craft union
 - b) Political union
 - c) General union
 - d) Industrial union
3. The Pluralist Perspective believes:
 - a) Conflicts are anomalies that should be eliminated
 - b) Industrial relations are based on cooperation rather than conflict.
 - c) Trade unions play an important role in resolving conflicts
 - d) Employers and employees have identical interests
4. The term "collective bargaining" refers to:
 - a) Unilateral decision-making by employers
 - b) Negotiations between employers and workers
 - c) A mechanism for tax collection
 - d) A government policy on trade unions
5. Which of the following is a bipartite arrangement in industrial relations?
 - a) Industrial tribunals
 - b) Collective bargaining
 - c) Labor courts
 - d) Standing Labor Committee

Q. 2. State True / False (05)

1. The pluralistic approach to industrial relations views trade unions as legitimate representatives of employee interests.
 - a) True
 - b) False
2. The absence of strikes and lock-outs is an indicator of peaceful industrial relations
 - a) True
 - b) False
3. National federations do not allow their affiliates to bargain independently with employers.
 - a) True
 - b) False
4. Industrial relations is the study of the complexities that exist in employment relationships
 - a) True
 - b) False
5. The government's strategy in maintaining industrial relations in India is laissez-faire
 - a) True
 - b) False

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

1. Adjudication
2. Lockout
3. Labor Welfare
4. Collective Bargaining
5. Craft Union

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

1. How can a trade union and an employer receive assistance in settling a grievance?
2. Who selects the arbitrator or members of an arbitration board? 60. Who pays for arbitration?
3. Who can go on strike or be locked out?
4. What is the scope of IR?

Q. 5. Case study (15)

The plant of Reliance textile spread over 120 acres and with assets of over Rs.300 crores, was established in 1966 by Dhirubhai Ambani at Naroda Industrial Estate. According to the World Bank, it is India's 'most modern textile complex. Company posted its highest ever turnover of over USD 44 billion and its net profit increased to USD 3.6 billion in the year 2012. In spite of increased profits, workers find their lives not improving and worsening day by day. On 2nd February 2012, Reliance Textile workers had been on strike due to highly exploitative wage structure and dreadful working conditions. They formed a new, independent union as the most of approx 1100 permanent and approx 4000 contract workers assert their rights and continue their strike which started from the second shift on 2nd February 2012. According to the workers, since 20 years company's profits increased ten-fold though the wages for the workers and karigars has more or less been the same, but the salary of the staff increased many times. While the permanent workers earn a paltry Rs. 5000-6000 per month, the contract workers are paid Rs.85-100 per day. No legality of payment in terms of pay slips is maintained, only a voucher is signed. Overtime is paid in single rate, while strict surveillance is maintained and late entry is severely punished. Workers now organized as Reliance Employees Union submitted a 16-point demand list to the management during the strike, The list includes a 60% hike in wages and regularization of contract workers, besides double rate overtime, a workers to Rs. 200 per day, renewal of fixed salary system, uniform rights for wage board, tea-snacks in the canteen, no fine for 10 minute late entry, to fill accident forms according to procedure, an end to harassment of workers, and an assurance that striking workers will not be fired and no deduction of wage for the strike period is made. The company meanwhile responded with police deployment, intimidation, arrest of workers' leaders and a media campaign which says that the workers have only been miffed for not being allowed to carry mobile phones inside the factory. Declaring the strike to be illegal, and arresting the leaders, police has posted itself in the factory gate. The workers, fed up of both these Unions' corrupt practices, say how they act as "extended office of the management". Every three years, a settlement is brokered between these two Unions' officials and the management, but workers are kept out of it and do not even get to know of the deal brokered. No notice is put up. Four years back, both these Unions even agreed to accept that there will be no recess hour for the workers to have tea. So the workers were henceforth forced to have tea on the way to the bathroom, and in the location of work in an unhygienic and dirty atmosphere, so that work is not disturbed and time 'better managed'.

Questions :

1. What are the workers concerns?
2. How did the Company respond and identify the weaknesses in redressal