

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.
(For candidates admitted during the academic year 2009 – 2010)

SUBJECT CODE: CM/PE/IR43

M.Com. DEGREE EXAMINATION APRIL 2011
COMMERCE
FOURTH SEMESTER

COURSE : ELECTIVE
PAPER : INDUSTRIAL RELATIONS MANAGEMENT
TIME : 3 HOURS **MAX. MARKS: 100**

SECTION A

ANSWER ANY FIVE QUESTIONS: 5X8=40

1. How is an employer liable for compensation to a workman injured by an accident arising out of and in the course of employment?
2. How does the Employee's State Insurance Act, 1948 provides for the adjudication of disputes and claims?.
3. What are the rights and obligations of employees under the Payment of Gratuity Act, 1972?
4. Explain the term lay-off and retrenchment. Discuss the circumstances when compensation is not payable to a worker who has been laid off.
5. Examine the role of limitations of collective bargaining in Indian industries
6. Distinguish between a registered trade union and a recognized trade union. What are the privileges of a registered trade union.
7. What are the essentials of a good disciplinary system? What is 'hot stove rule'?
8. What are the various kinds of punishment imposed on a worker for a misconduct.

SECTION- B

ANSWER ANY THREE QUESTIONS: 3X20=60

9. What are the maternity benefits available to women workers under the Maternity Benefit Act, 1961?
10. What is industrial relations?. Explain its importance and the conditions for good industrial relations
11. Explain the authorities involved in the settlement of industrial disputes.
12. Trace the origin and growth of trade union movement in India
13. Define the term unfair labour practice and explain the unfair practice of an industry according to the industrial law.

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