136190

62250

Reg. No. | | | | | | | | |

IV Semester M.B.A (Day and Eve.) Degree Examination, January - 2024

MANAGEMENT

Industrial Relations And HR Audit

(CBCS Scheme 2019 Onwards)

Paper : 4.4.3

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any Five questions from the following. Each question carries 5 marks. **(5×5=25)**

1. Define HR Audit, Explain Different approaches to Industrial Relations.
2. Explain the concept of social security with an example.
3. Illustrate different levels of HR audit with the suitable examples.
4. Elaborate difference between Recruitment and Selection.
5. What is Performance Management? Explain Benefits of performance mangement audit.
6. Explain the purposes of an HR Audit report.
7. What is data reliability? Explain how it helps to audit.

LIBRARY MBA

SECTION - B

Answer any Three questions from the following each question carries 10 marks. **(3×10=30)**

8. Define Trade Union. Explain different theories of Trade union with suitable examples.
9. How do you build a culture of inclusion such that promotes labor and management as partners in business success? Explain with examples.
10. How do you solve labor relation (LR) issues? Explain the obstacles in adoptions of conventions and recommendations of ILO.
11. What is Induction? Explain difference between Induction and Orientation, prepare checklist for the Induction program.

[P.T.O.

LIBRARY MBA

SECTION - C

12. Compulsory Case Study: **(1×15=15)**

Hindustan Textile Mills is a spinning unit of 50,000 spindles. The main product is cotton yarn of 40 count. The mil is situated in central India. Mr. T.Patel who is the General Manager of the plant manages the unit. He is a B. Tech of 1960 batch and is associated with the organization for the last 15 years. The plant stared its production in the year 1989. The total strength the worker is 1750. All the workers are on the regular rolls of Hindustan Textile Mils and majority of them belong to Bihar the workers are not unionized but strong groups form particular regions have influence on the workforce from a particular area.

Mr. Pramod Mishra joined the mill on 01-12-1995 as Trainee and he was promoted as Tender from 8-8-2000 in the ring department. He belongs to chappra district of Bihar. On 25-9-2001 Pramod Mishra was taking charge of the night shift and there was some argument that took place with the evening shift, Mr. Babloo, Mr. Mahesh, shift officer intervened in the matter and the issue was resolved. Babloo is a resident of Balia in U.P.

On 10-10-2001, in the night shift at around 1:30am, Rakesh Kumar working as Tenter in blow room met with an accident. His right arm came in to contact with the machine and he shouted for help. Pramod Mishra rushed to the spot and meanwhile 3 other workers of Speed fram and draw frame also reached the spot and started their effort to pull Rakesh from the machine, Mr. Mahesh, shift officer with the timekeeper Mr. Kanhaiya Lal also joined them.There was blood all around. Mr. Mahesh intervened in between and took charge of the machine along with Mr. Gyan Singh, maintenance foreman. They were able to pull Rakesh Kumar out of the machine and in the meanwhile there were group pf 50 workers gathered on the sot. Kanhaiya took Rakesh to the hospital.

Menwhile there was an argument that started between Mr. Pramod Mishra and shift officer Mr.Mahesh that the machines are not safe and the management is not keen about the sefety of workers. Mr.Radhey, Mr. Deendayal, Mr. Prabhu Prakash also joined Mr. Pramod Mishra. Pramod Mishra took an iron rod from the blow room and started is shouting to all the workers to stop the palnt. He along with Mr. Radhey, Mr. Deendayal and Mr. Prabhu forced all workers to come out of the plant and damaged window glasses of the main hall. The whole issue took an ugly turn.

Questions:

1) You are the personnel Manager, how will you handle the situation and describe the legal as well as other actions to resolve the issue?
2) You are the HR of this company. How do you maintain employee relations in this Organization?
3) If you are the CHRO what are your immediate challenges and what dicision? will you take to solve the issues in this company?