


Name: Enrolment No:			
UPES End Semester Examination, May 2025			
Course: Industrial Relations Program: BBA core Course Code: HRES 2004		Semester: IV Time: 03 hrs. Max. Marks: 100	
Instructions: Write precise and brief answers			
SECTION A 10Qx2M=20Marks			
S. No.		Marks	CO
Q 1	<i>Answer the following questions</i>		
1.A	Concept of capitalism was theorized by -----.	2	CO1
1.B	NGO which worked for sexual harassment at workplace is -----.	2	CO1
1.C	The minimum number of workers needed for forming a grievance redressal committee at workplace is I. 20 II. 30 III. 40 IV. 50	2	CO1
1.D	Dismissal by way of disciplinary action constitutes retrenchment. I. True II. False	2	CO1
1.E	An application for registration of a trade union must be signed by at-least ____ members of the union. I. Seven II. Nine III. Eleven IV. Twenty one	2	CO1
1.F	When an employee is dissatisfied due to a reason unknown to himself, such a grievance is _____ I. Factual	2	CO1

	II. Imaginary III. Disguised IV. None of these		
1.G	Five levels of Worker Participation in Management (WPM) are Informative, Consultative, Associative, _____, and Decisive. I. Representative II. Managerial III. Administrative IV. None of the above	2	CO1
1.H	Which definition of employee is relevant for IR code 2020? I. Worker II. Workman	2	CO1
1. I	A work stoppage or denial of employment initiated by the management is -----.	2	CO1
1. J	What is the minimum number of employees for having Internal Complaints Committee as per POSH, 2013?	2	CO1
SECTION B 4Qx5M= 20 Marks			
	<i>Answer the following questions (approx. 50 words)</i>		
2.(A)	Explain two dominant theory of Industrial Relations.	5	CO2
2 (B)	Explain meaning and benefits of workers participation in Management.	5	CO2
2 (C)	What are the advantages and disadvantages of unionization?	5	CO2
2 (D)	Define sexual harassment as per POSH Act, 2013.	5	CO2
SECTION-C 3Qx10M=30 Marks			
	<i>Answer the following questions</i>		
3. (A)	Union density in India has decreased after globalization in 1991. Please explain the situation with relevant reasons.	10	CO3
3. (B)	Why employers opt for voluntary arbitration process in India in place of adjudication?	10	CO3
3. (C)	Why most of the sexual harassment cases remain unreported in Indian organization? Give holistic view point.	10	CO3
SECTION-D 3Qx10M= 30 Marks			
	<u>Study the following case and answer the questions that follow:</u>		

	<p>REVA Motors has around 21000 employees working with it on a typical working day. Out of which 3200 employees are on the payroll of REVA Motors means permanent employees and rest are contract employees. The permanent employees have their own established trade union to raise their concerns regarding work or workplace. The contract workers are never unionized since beginning. Whenever the contract employees have concern in relation to their work, they seek help from permanent trade union and get some help. However their major concerns are normally not solved. REVA Motors indirectly pushed the contract employees for not getting unionized. Sibur Rai, had tried to unionize the contract workers for some time and the workers are also responding to him positively. However, he has been dismissed from work on the ground of insubordination. Now the contract workers have vandalized one of the HR officer's cabin who has been suspected for raising the issue with the contractor of Sibur.</p>		
Q 4.1	<p>What are the possible reasons behind REVA Motors discouraging its contract workers to get unionized? How Marxist theory will be relevant to this situation at REVA?</p>	15	CO4
Q 4.2-	<p>As IR manager of REVA Motors how will you manage the situation at REVA? What are the possible steps to be taken to avoid such situations in future?</p>	15	CO4