

MMPH-004

**Master of Business Administration (MBA)/ Master of Business Administration
(Online) MBA(OL) / Master of Business Administration(Human Resource
Management) (MBAHM)/ Post Graduate Diploma in Human Resource
Management (PGDIHRM)**

**ASSIGNMENT
For
July 2026 and January 2027 Semesters**

MMPH-004: INDUSTRIAL AND EMPLOYMENT RELATIONS

**(Last date of submission for July 2026 Semester is 31st October 2026
and for January 2027 Semester is 30th April 2027)**



**School of Management Studies
INDIRA GANDHI NATIONAL OPEN UNIVERSITY
MAIDAN GARHI, NEW DELHI – 110 068**

ASSIGNMENT

Course Code	:	MMPH-004
Course Title	:	Industrial and Employment Relations
Assignment Code	:	MMPH-004/TMA/JULY/2026
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the Coordinator of your study centre. Last date of submission for July 2026 Semester is 31st October 2026 and for January 2027 Semester is 30th April 2027.

- Q1.** Critically evaluate the transformation of industrial relations from a traditional conflict-oriented framework to a strategic employment relations approach in the era of globalisation, digitisation, and gig work. Design a contemporary industrial relations framework suitable for emerging economies like India that balances organisational competitiveness, employee welfare, and labour rights.
- Q2.** “Trade unions are facing an identity crisis in the modern employment landscape.” Critically examine this statement in the context of platform work, contractual employment, artificial intelligence, and flexible labour markets. Develop a futuristic trade union model that can remain relevant in digitally mediated and non-traditional workplaces while maintaining worker representation and organisational cooperation.
- Q3.** A large manufacturing organisation is facing wage disputes, declining productivity, and increasing mistrust between management and employees during a major technological restructuring process. As an industrial relations consultant, formulate a comprehensive collective bargaining and negotiation strategy to achieve sustainable industrial harmony. Critically justify your approach with reference to bargaining structures, negotiation techniques, and long-term employment relations outcomes.
- Q4.** Critically analyse the effectiveness of traditional grievance handling and disciplinary mechanisms in contemporary organisations characterised by workforce diversity, remote work, and digital surveillance. Create an integrated grievance redressal and discipline management framework that promotes procedural justice, employee trust, ethical governance, and organisational accountability.
- Q5.** Industrial conflict is increasingly shaped by economic inequality, technological disruptions, and changing employment relationships. Evaluate the major causes and consequences of industrial conflict in contemporary organisations. Design a multidimensional conflict resolution model that integrates labour law, participative management, social dialogue, and preventive industrial relations strategies for sustainable workplace harmony.