

MS-24

**Management Programme (MP)/
Post- Graduate Diploma in Human Resource Management (PGDHRM)**

**ASSIGNMENT
for
January 2026 and July 2026 Sessions**

(Last date of submission for January 2026 session is 30th April, 2026 and for July 2026 sessions is 31st October, 2026)

MS - 24: Industrial Relations



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

ASSIGNMENT

Course Code	:	MS - 24
Course Title	:	Industrial Relations
Assignment Code	:	MS-24 /TMA/JAN/2026
Coverage	:	All Blocks

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre.

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1. Explain the concept and scope of industrial relations, bringing out the key actors and their roles. Discuss any two major theoretical approaches or models of industrial relations and comment on their relevance in the contemporary Indian context.
2. Discuss the functions and significance of trade unions in India. How have trade union structure, recognition issues and the emergence of managerial unions and employers' organisations influenced the employment relations climate?
3. Define collective bargaining and outline its main levels and processes. Identify recent issues in collective bargaining in India and examine how effective negotiation skills can improve the outcomes of bargaining for both management and unions.
4. What are the objectives of employee participation in management? Compare different forms of participative forums (such as works committees, joint management councils, shop councils, works councils or other schemes) and analyse the design and process factors that make such forums effective in Indian organisations.
5. Explain the importance of an effective grievance redressal system in industrial relations. Discuss the causes of indiscipline and describe the role of grievance procedures, disciplinary action, and mechanisms such as conciliation, arbitration and adjudication in resolving industrial disputes.