

**MANAGEMENT PROGRAMME**

**(MP)**

**Term-End Examination**

**December, 2025**

**MS-24 : EMPLOYMENT RELATIONS**

*Time : 3 Hours*

*Maximum Marks : 100*

*Weightage : 70%*

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**Note :** (i) Attempt any **five** questions.

(ii) All questions carry equal marks.

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1. What do you understand by industrial relations ? Discuss various approaches to industrial relations.
2. What are the factors responsible for evolution of Indian labour policy ? Discuss the recent developments in the field of industrial relations in India.
3. What is trade union ? Explain the functions and problems of trade unions.

4. What is collective bargaining ? Describe its types and explain the related theories briefly.
5. What are the aims and objectives of Workers' Participation in Management (WPM) ? Describe the participative arrangements in foreign countries.
6. Write notes on the following :
  - (a) Causes of grievance
  - (b) Indiscipline
7. Industrial relations in India's Public Sector Undertakings (PSUs) have often been characterized by strong union presence and frequent collective bargaining disputes. Assess the interplay among government policy, union strategies and management responses in such conflicts and recommend a framework for managing industrial relations during PSU restructuring in India.

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