Objective: to enlighten the students with the Concepts and Practical applications of Industrial Relations.

Unit – I: Industrial Relations: Scope and Significance – Causes and Consequences of Industrial Disputes – Recent Trends in Industrial Relations.

Unit—II: Trade Unions: Trade Union Structure and Movement in India – Changing Role in the Context of Liberalisation.


Unit-IV: The Industrial Disputes (central) Rules 1957 Contemporary Trends in Industrial Relations - Cooperation and Conflict Management

Unit – V: Collective Bargaining (CB) – CB Practices in India – Participative Management Forms and Levels – Schemes of Workers’ Participation in Management in India.

Reference Books:
2. SC Srivathava, Industrial Relations and Labour Laws, Vikas, ND.
ANDHRA UNIVERSITY
B.A DEGREE COURSE IN IR
SEMESTER SYSTEM WITH CBCS
(Effective from the academic year 2020-2021)

BA – I Semester

IR Model Question Paper

Subject : IR

Time : 3 Hrs
Max. Marks : 75

INDUSTRIAL RELATIONS

PART – A

Answer any Five Questions

5 x 5 = 25

1. What do you mean by industrial relations.
2. Industrial Disputes.
3. What are trade unions.
4. What is conciliation board.
5. Harmonious Relations.
7. Conflicts

Part-B

Answer the following questions

5 x 10 = 50

9. Emphasize the significance of industrial relations and elaborate the IR problems in the public sector.
   Or
   What are the Causes and Consequences of Industrial Disputes.

10. What is the importance of trade unions in the Context of Liberalisation.
    Or
    Examine the growth of trade unions in the recent past.

11. Explain the causes for industrial disputes and examine its impact on industrial relations.
    Or
    Explain the duties and powers of conciliation officers, works committee and boards of conciliation in settlement of industrial disputes.

12. Explain the significance of contemporary trends in Industrial Relations
    Or
    Briefly explain the importance of Discipline in Industry and Measures for dealing with Indiscipline.

13. Outline the relevance of Collective Bargaining in Indian industry.
    Or
    What are the various Schemes of Workers’ Participation in Management.

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SYLLABUS

Semester II – Core II – IR - II

ORGANISATIONAL BEHAVIOUR

Objective: To familiarize aspects related to human behaviour in the organisational context.

Unit-1: Evolution of Organizational Behaviour – Definition and History of the field - Personality and behaviour in organization

Unit 2: Foundations of Individual Behaviour Formal and informal organization, organization chart, organization structure, types, Line and staff authority, departmentalization, delegation of authority

Unit-3: Motivation at Work; Theories on Motivation: Theory of Human Motivation, McGregor Theory X and Theory Y, Herzberg’s Two Factor Theory of work Motivation, Delegation, Meaning of Authority and Power Leadership; Theories Of Leadership Styles of Leadership.

Unit-4: Organisational Behaviour Concept of Human Behaviour: Nature of People, Value of Person, Ethical Treatment Nature of Organisation Behaviour, Concept of Self Theory, Meaning of Personality, Determinants of Personality, interpersonal Behaviour.

Unit-5: Group Behaviour: Concept of Group and Group Dynamics, Types of Groups, Formal Group, Informal Group; Concept of Group Behaviour, Group Norms, Group Cohesion, Inter-Group Behaviour, Group Decision-Making

Reference Books:

4. Uday Pareek, Organizational Behaviour, Oxford University Press.
5. Aswathappa K, Organisational Behaviour, Himalaya, Mumbai.
ANDHRA UNIVERSITY
B.A DEGREE COURSE IN IR
SEMESTER SYSTEM WITH CBCS
(Effective from the academic year 2020-2021)

BA – II Semester
IR Model Question Paper

Subject : OB

Time : 3 Hrs
Max. Marks : 75

ORGANISATIONAL BEHAVIOUR

PART – A

Answer any Five Questions
5 x 5 = 25

1. Define organization Behaviour.
2. List the types of personality.
3. Differentiate between leader and manager.
4. Write the scope of OB.
5. Determinants of Personality.
8. Group Cohesion. Part-B

Answer the following questions
5 x 10 = 50

9. Describe the Theories of Motivation
   Or
   Discuss the Evolution of Organizational Behaviour in detail.

10. Discuss the evaluation of Organizational Behaviour,
    Or
    Write in detail about Individual Behaviour.

11. Differentiate the various styles of leadership. Analyze the characteristics of a good leader.
    Or
    Give the detailed account on emergence of informal leader.

12. Point out the various motivational techniques used in organizations.
    Or
    Briefly explain about personality and its types and factors influencing personality with suitable examples.

13. Explain about group in organization and formation in organization structure.
    Or
    What is meant by Group Cohesion and Inter-Group Behaviour.
**SYLLABUS**

Semester III – Core III –

**INDUSTRIAL POLICIES**

OBJECTIVE: The objective of the course is to familiarize the students with Industrial Policies in India

Unit – I Introduction - Meaning and Importance of Industries - Classification of Industries - MSME Act - Context of Indian Industries Regulations.

Unit – Industrial Policy Evolution – Industrial policies significance after Independence in India

Unit – III Industrial Policy 1948 – Features and Benefits of Industrial Policy – highlights of first Industrial policy in India

Unit – IV Industrial Policies 1956 – 1973 – Features and Benefits of Industrial Policy 1956 - Further Developments and Evaluation of Industrial policies and procedures


**Reference Books:**

Business Environment
Indian Business Environment
Essentials of Business Environment: K Ashwatappa – Himalaya Publishers
PART – A

Industrial Policies

Answer any Five Questions 5 x 5 = 25

1. Define Industry.
2. Industrial Sickness.
3. Industrial Licensing.
4. Liberalization Policy.
5. Tiny Industries.
6. Industrial Development.
7. Industrial policy.
8. Privatization. Part-B

Answer the following questions 5 x 10 = 50

9. Describe the Classification of Industries. Or
   Discuss the Changes in New Industrial Policy 1991.
10. What is the importance of Industrial Developments in India Or
    Write a brief note on MSME Act.
11. Briefly describe the concept of Task Analysis with examples. Or
    Write the detailed on Counselling and Monitoring.
12. Explain the Objectives of Industrial Policy 1956 Briefly explain the importance of Industrial policies in Service Industry.
13. Outline the relevance of Industrial Policies after Indepence. Or
    What are the Emerging Trends and Perspectives and issues of Industrial policies in India.
ANDHRA UNIVERSITY
B.A DEGREE COURSE IN IR
(Industrial Relations)
IV SEMESTER
SEMESTER SYSTEM WITH CBCS
(Effective from the Academic Year 2020-21)

SYLLABUS
Semester IV – Core IV – IR - IV

MANAGAMENT OF INDUSTRIAL RELATIONS

Objective: to enlighten the students with the Concepts of practical applications of Industrial relations

UNIT – 1 Management – Evolution of Management Perescptive In Industries – Contributions of Management thought

UNIT – 2 Organizational Development (OD): Concept and Evolution; OD Interventions: Diagnostic Activities; Team Building; Sensitivity Training; Third Party and Inter Group Interventions; Indian Experiences of OD in Public and Private Enterprises.

UNIT – Promotional of Harmonious Relations – Machinery for Prevention and Settlement of Industrial Disputes – Code of Discipline

UNIT – 4 Trade Unions : Trade unions Structure And Moment in India –Changing Rules in the Content if Liberalization Policy


References Books:

SEMESTER SYSTEM WITH CBCS
(Effective from the academic year 2020-2021)

BA – IV Semester
IR Model Question Paper

Subject : Management of Industrial Relations

Time : 3 Hrs
Max. Marks : 75

Management of Industrial Relations

Answer any Five Questions 5 x 5 = 25

1. What do you mean by Management?
2. Scalar Chain.
3. Labour Unions.
4. Organizational Development.
5. Sensitivity Training.
7. Team Building.

Part-B

Answer the following questions 5 x 10 = 50

8. Describe the Management Contributions in Industrial Perspective.
   Or
   Discuss the Collective Bargaining Practices In India.

9. Discuss about the Settlement and Machinery of Industrial Dispute.
   Or
   Examine the concept of Trade unions in Indian Industries.

10. Explain the Concept of Scientific Management.
    Or
    Explain the various methods of Absorbing Changes into Organization.

11. Explain the Concept of Henry Fayol Management in Industries.
    Or
    Briefly explain the significance of code of Discipline in Industrial Disputes

12. Summarize the relevance of OD Interventions.
    Or
    Illustrate the Indian Experiences of OD in Public and Private Enterprises.
SYLLABUS
Semester V – Core V – IR - V

SOCIAL SECURITY AND LABOUR WELFARE

Objective: to enlighten the students with the Concepts of social security and the significance of labour welfare.

UNIT -I

UNIT-II

UNIT-III

UNIT-IV

Reference Books:
SEMESTER SYSTEM WITH CBCS
(Effective from the academic year 2020-2021)

BA – V Semester

IR Model Question Paper

Subject : IR

Time : 3 Hrs
Max. Marks : 75

PART – A

SOCIAL SECURITY AND LABOUR WELFARE

Answer any Five Questions
5 x 5 = 25

2. The Beveridge Report.
3. Fundamental Rights.
5. Safety and Welfare.
7. Provident Fund.
8. Migrant Workmen.

**Part-B**

Answer the following questions
5 x 10 = 50

   Or
   What are the measures taken by ILO in the area of social security.
     Or
     Examine the current condition of Social Security in Unorganized sector.
     Or
     What are the various provisions of Contract Labour (Abolition and Regulation) Act.
     Or
     What are the various provisions of Contract Labour (Abolition and Regulation) Act.
13. What are the important aspects of The Child Labour (Prohibition & Regulation) Act, 1986.
     Or
     Illustrate the provisions of The Employees' Provident Fund & Miscellaneous Provisions Act.

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SYLLABUS

Semester VI – Core VI – IR - VI

LABOUR LEGISLATION

Objective: to explain the Concepts and various provisions of labour legislations in the Indian Context.


UNIT-2: Social Justice, Natural Justice and Distributive Justice – ILO and its impact on labour legislations in India.


Reference Books:


B. Pai, Labour Law in India.

L.Malik, K.D. Srivastava’s Law Relating to Trade Unions and Unfair Labour Practices in India.

C. Srivastava (Rev.)Labour Law and Labour Relations : Cases and Materials (Indian Law Institute)
SEMESTER SYSTEM WITH CBCS
(Effective from the academic year 2020-2021)

BA – VI Semester

IR Model Question Paper

Subject : LABOUR LEGISLATION

Time : 3 Hrs

Max. Marks : 75

PART – A

LABOUR LEGISLATION

Answer any Five Questions

5 x 5 = 25

1. Define labour legislation.
2. Natural Justice.
3. ILO.
5. Contract Labour.
7. Concept of Workers.
8. Standing order.

Part-B

Answer the following questions

5 x 10 = 50

9. What are the Principles and determinants of labour legislation.
   Or
   Discuss the role of Indian Constitution in labour legislations.
10. Explain the concept of Natural Justice and Distributive Justice.
    Or
    Write in detail about ILO and its impact on labour legislations in India.
11. Point out the various important aspects of Factories Act, 1948.
    Or
12. Write notes on The Employment Exchanges.
    Or
    Or
    What are the benefits and main provisions of the Apprentices Act, 1961.

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