

International Islamic University Chittagong
Department of Business Administration
Program: BBA
Final Examination, Semester: Spring- 2019
Course Title: Industrial Relations; Course Code: HRM 4802

Full Marks: 50

Time: 2½ hours

Answer any **FIVE** questions. All parts of a question must be answered serially.

- 1
 - a) Define worker. Briefly discuss the types of worker based on Bangladesh Labor Code. 3
 - b) Compare between the term retrenchment and discharge? Briefly state the procedure of employee retrenchment from the organization. 3
 - c) Briefly state the law relating to working hour, leave, and holiday according to Bangladesh Labor Code. 4

- 2
 - a) What is mean by industrial dispute? Explain the causes of industrial dispute. 3
 - b) Explain the challenges of management in the management of industrial dispute. 3
 - c) Explain the legal procedure of settlement of industrial dispute in Bangladesh. 4

- 3
 - a) What is mean by collective bargaining? Explain the objectives of collective bargaining. 3
 - b) Elucidate the steps involve in collective bargaining. 3
 - c) Mention the issues related with collective bargaining. Discuss the types of collective bargaining. 4

- 4
 - a) What is Labor court? State the formation of Labor Court in Bangladesh. 3
 - b) Explain the reasons account for late settlement of the dispute cases by labor court. 3
 - c) Briefly suggest your guideline for ensuring effectiveness of labor court in Bangladesh. 4

- 5
 - a) Compare between Pluralist Approach and Marxist Approach. Which approach is favorable for sound industrial relation? 3
 - b) Explain the role of State in maintaining favorable industrial relation. 3
 - c) Briefly discuss the formation and functions organ of Bangladesh state. 4

- 6
 - a) Why studying nature of industrial relation in developed country important for Bangladesh. 3
 - b) Compare the pattern of industrial relation in Bangladesh with Japan and UK. 3
 - c) What lesion you will bring for Bangladesh after studying industrial relations in other countries. 4

- 7
 - a) What is mean by grievance? Explain the nature of employee grievance in Bangladesh. 3
 - b) Shortly explain the causes and effects of Grievance in Industrial relation. 3
 - c) Briefly discuss the steps involve in handling employee grievance. 4