

1057

P.G. Diploma in Personnel Management and Labour Welfare
Second Semester
DPM-307: Management of Disciplinary Procedures and Practices

Time allowed: 3 Hours

Max. Marks: 70

NOTE: Attempt five questions in all, selecting atleast two questions from each Unit.

x-x-x

UNIT – I

- I. What do you understand by Principle of natural justice and reasonable opportunity? Explain. (14)
- II. What leads to an action of misconduct in organizations? What are its legal implications for both the employees and the organization? (14)
- III. Write notes on the following:-
 - a) Disciplinary proceedings
 - b) Judicial, quasi judicial and administrative proceedings (14)
- IV. What is suspension? On what basis an employee can be suspended and what are the implications of suspension on the regular employees? (14)
- V. Outline the circumstances under which an employee can be given a charge sheet. What are the remedial measures available to the employees in that case? (14)

UNIT – II

- VI. What is the Significance of writ jurisdiction as a inquest of disciplinary proceedings against an employee. (14)
- VII. What is the right procedure of handling and managing grievances of the employees? Discuss in detail. (14)
- VIII. What is the significance of collective bargaining for both the employees and the organization? Discuss and outline its process in detail with its repercussions. (14)
- IX. Critically evaluate the Role of industrial tribunals and labour courts in initiating disciplinary proceedings against the employees. (14)
- X. What is the nature of disputes that can occur in the organizations and what can be done to resolve them? (14)

x-x-x