



Allocated : 3 Hours

Full Marks : 70

The Figures in the margin indicate full marks.
Candidate are required to give their answers in their own words as far as practicable

Group-A (Very Short Answer Type Question)

1. Answer any ten of the following :

[1 x 10 = 10]

- (i) Which Act provides for the provision of Medical Benefit to the insured employees?
 - a. Workmen Compensation Act, 1923
 - b. Employees State Insurance Act, 1948
 - c. Maternity Benefit Act, 1961
 - d. Contract Labour (Regulation and Abolition Act), 1970
- (ii) Grievance Handling Machinery is given in
 - (A) Industrial Disputes Act
 - (B) Factories Act
 - (C) Both (A) and (B)
 - (D) None of the above
- (iii) Why should employers adopt and make effective use of both disciplinary and grievance procedures?
 - (a) To force the unemployed to work for their firm.
 - (b) To maintain good employee relations in the workplace.
 - (c) To ensure that their firm remains insured.
 - (d) To stop employees from resigning.
- (iv) A System of Industrial Relations were social and labour issues are discussed between Trade Unions and Management at enterprise level is:
 - a. Bipartism
 - b. Tripartism
 - c. Social Dialogue
 - d. All of the above
- (v) How many member's consent is required to change the name of the registered trade union?
 - a. 1/4th of the total members
 - b. 3/4th of the total members
 - c. Half of the total members
 - d. 2/3rd of the total member
- (vi) Quality circle _____ job involvement.
 - a) Neglects
 - b) Demotes
 - c) Promotes
 - d) Accuses
- (vii) Grievances affect the employees
 - A. promotion
 - B. training
 - C. wages
 - D. morale
- (viii) In which among the following countries Productivity Bargaining was first used?
 - (A) USA
 - (B) India
 - (C) U.K.
 - (D) Germany

- (IX) Which of the following acts do not apply to the registered trade unions?
- The Co-operative Societies Act, 1912
 - The Societies Registration Act, 1860
 - The Companies Act, 1956
 - All of the above
- (X) The term 'EVA' is used for:
- Extra Value Analysis
 - Economic Value Added
 - Expected Value Analysis
 - Engineering Value Analysis
- (XI) Dominant aspects of industrial relations are
- Co-operation.
 - Conflict
 - Both (A) and (B).
 - None of these.
- (XII) Before the industrial disputes act was implemented in the year 1947, which act took care of the industrial disputes?
- Trade Disputes Act, 1929
 - Royal Commission on Labour, 1934
 - Labour Management Relations Act, 1947
 - None of the above

Group-B (Short Answer Type Question)

Answer any three of the following

[5 x 3 = 15]

2. What is 'Industrial Relations'? Explain the objectives of Industrial Relations [5]
3. What is a dispute? Explain the reasons that cause Industrial Disputes. [5]
4. List out the preventive measures for Industrial Disputes and explain them. [5]
5. Briefly explain the Grievance Procedure. [5]
6. Explain in detail the employers' organisations. [5]

Group-C (Long Answer Type Question)

Answer any three of the following

[15 x 3 = 45]

7. (a) Write a short note on Industrial Peace. [5]
(b) Write a short note on grievances. [5]
(c) Write about layoff [5]
8. (a) If an employee writes a rebuttal to a progressive disciplinary document, should I, as a supervisor, rebut the employee's rebuttal? [7]
(b) Is it acceptable to incorporate progressive disciplinary language into an employee's annual performance evaluation? [8]
9. What is the definition of "Industrial Dispute" under Industrial Dispute Act, 1947? When does it arise? When does an 'Individual dispute' become an 'Industrial Dispute'? [15]
10. (a) What if a formal grievance is raised without trying to resolve the problem informally first? [7]
(b) How do managers communicate employees that informal complaints will be taken as seriously as formal ones? [8]
11. (a) What are the various principles of Industrial Dispute Act? [7]
(b) What was the main purpose of enacting the Industrial Dispute Act, 1947? [8]

*** END OF PAPER ***