



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/BBA (OLD)/SEM-6/BBAE-602D/2010**

**2010**

**INDUSTRIAL RELATIONS AND LABOUR LAWS**

Time Allotted : 3 Hours

Full Marks : 70

*The figures in the margin indicate full marks.*

*Candidates are required to give their answers in their own words as far as practicable.*

**GROUP – A**

**( Multiple Choice Type Questions )**

1. Choose the correct alternatives for the following :  $10 \times 1 = 10$ 
  - i) Hawthorne experiment refers to a
    - a) Scientific management approach
    - b) Man-machine interaction approach
    - c) Human relation
    - d) Working condition.
  - ii) The objective of trade union is
    - a) to fight with management
    - b) to serve the interest of members
    - c) to gain coercive power
    - d) to serve political purpose.





- vii) Industrial dispute is between
- Employer and employee
  - Employer and Government
  - Government and union
  - Employer and employer.
- viii) Under Payment of Wages Act payment of wages should be made
- within 7th of next month if the on. is less than 1000
  - within 1st of next month if the no. is more than 1000
  - within 10th of next month if the no. is more than 1000
  - none of these.
- ix) Under ESI Act
- Employees do not need to pay any contribution
  - Government bears all the expenditures
  - Employer and employees contribute in different percentage
  - none of these.
- x) Under the Payment of Gratuity Act an employee is entitled to gratuity
- after 5 years of continuous service
  - on completion of less than 5 years of service
  - in case of death no gratuity is paid
  - to be attached.



**GROUP – B**  
**( Short Answer Type Questions )**

Answer any *three* of the following.  $3 \times 5 = 15$

2. Explain in brief, the principles on Natural Justice.
3. Write a short note on different forms of strike.
4. Define the concept of Voluntary Retirement Scheme.
5. Explain in brief, Dunlop approach of Industrial Relations.
6. Define Minimum wage, Living wage and Fair wage.

**GROUP – C**  
**( Long Answer Type Questions )**

Answer any *three* of the following.  $3 \times 15 = 45$

7. Define the concept of Workers' Participation Management ? State the different forms of workers' participation in management ? Discuss them in detail.  $2 + 5 + 8$
8. What do you mean by discipline & indiscipline ? Mention the main steps involved in disciplinary procedure. Discuss them in detail.  $2 + 6 + 7$
9. What do you mean by bipartite & tripartite bodies ? Explain in detail, the different tripartite bodies of India.
10. Define factory under the Factories Act, 1948. Discuss health and welfare provisions under the Factories Act.  $5 + 10$
11. What do you mean by Industrial Disputes according to the Industrial Disputes Act, 1947 ? Discuss the different settlement machineries available under the Industrial Disputes Act, 1947 ?  $5 + 6 + 4$