Name :	
Roll No. :	A dama (Y Kambdy Red Excland
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.

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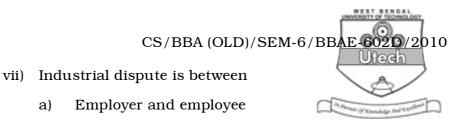
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- iii) Unfair labour practices relate to
 - a) industrial disputes
 - b) collective bargaining
 - c) course of conduct of employers
 - d) course of conduct of trade union.
- iv) In industry
 - a) strike can be called by management
 - b) strike is the first resort
 - c) strike can be called without notice
 - d) strike can be called by union
 - e) none of these.
- v) Factories Act was pormulgated in the year
 - a) 1926 b) 1965
 - c) 1948 d) 1936.
- vi) Factories Act deals with
 - a) Working hours
 - b) Safety and health
 - c) Workmen's compensation
 - d) Minimum wages.

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- **Employer and Government** b)
- Government and union c)
- Employer and employer. d)
- viii) Under Payment of Wages Act payment of wages shoud be made
 - within 7th of next month if the on. is less than a) 1000
 - within 1st of next month if the no. is more than b) 1000
 - within 10th of next month if the no. is more than c) 1000
 - d) none of these.
- Under ESI Act ix)

a)

- Employees do not need to pay any contribution a)
- Government bears all the expenditures b)
- Employer and employees contribute in different c) percentage
- none of these. d)
- Under the Payment of Gratuity Act an employee is X) entitled to gratuity
 - after 5 years of continuous service a)
 - on completion of less than 5 years of service b)
 - c) in case of death no gratuity is paid
 - d) to be attached.

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GROUP – B (Short Answer Type Questions)



Answer any three of the following.

- 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

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