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ENGINEERING & MANAGEMENT EXAMINATIONS, MAY – 2009
INDUSTRIAL RELATIONS
SEMESTERS – 4 & 6



Time : 3 Hours]

[Full Marks : 70

GROUP – A**(Multiple Choice Type Questions)**

1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10
- i) The voluntary measure for settling industrial unrest under ID Act, 1947 is
- | | | |
|-----------------|-----------------|--------------------------|
| a) conciliation | b) adjudication | |
| c) meditation | d) arbitration. | <input type="checkbox"/> |
- ii) Which one is the correct feature of collective bargaining ?
- | | |
|------------------------------------|--------------------------|
| a) only giving benefits | |
| b) one party involvement | |
| c) give and take | |
| d) bargaining at individual level. | <input type="checkbox"/> |
- iii) Which one of the following Acts is not related to financial benefit of the employees ?
- | | | |
|--------------|--------------------------|--------------------------|
| a) Bonus Act | b) Gratuity Act | |
| c) ID Act | d) Payment of Wages Act. | <input type="checkbox"/> |
- iv) Trade Unions Act was enacted in the year
- | | | |
|---------|----------|--------------------------|
| a) 1947 | b) 1926 | |
| c) 1948 | d) 2000. | <input type="checkbox"/> |
- v) Which of the following is a negative discipline ?
- | | | |
|---------------------------|-------------------|--------------------------|
| a) Counseling | b) Charge sheet | |
| c) Promotion and transfer | d) None of these. | <input type="checkbox"/> |



vi) INTUC stands for

- a) International Trade Union Congress
- b) Indian National Trade Union Congress
- c) Indian National Trade union Committee
- d) International Trade Union Committee.

vii) Appointment of Labour Welfare Officer is essential for

- a) 1000 employees
- b) 100 employees
- c) 500 employees
- d) irrespective of any number of workmen employed.

viii) Conciliation is a

- a) bipartite process
- b) tripartite process
- c) agreement process
- d) none of these.

ix) WPM is to remove the gap between

- a) Employee and Trade Union
- b) Manager and Executive
- c) Employee and the Directors of company
- d) Employee and Employee.



x) Industrial Disputes Act was enacted in the year

a) 1946

b) 1948

c) 1947

d) 1942.



xi) An order by a superior court to an inferior tribunal requiring the record of the proceeding to be transmitted to the superior courts is

a) Writs

b) Certiori

c) Mandamus

d) none of these.

xii) Which of the following Acts deals with laws relating to accident prevention and safety of workmen ?

a) ID Act, 1947

b) ESI Act, 1948

c) Factories Act, 1948

d) Trade Unions Act, 1926.

GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following questions.

3 × 5 = 15

2. Discuss in brief some of the welfare activities of the workers in terms of different relevant labour legislations.
3. What are the different impacts or methods of trade union agitation ?
4. What are the objectives of workers participation in management ?
5. Discuss the components of industrial relations system. What are their roles ?
6. Enumerate the mechanism adopted in India for the handling of Employees Discipline and Grievances.

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

Answer any *three* of the following questions.

3 × 15 = 45

7. Define the concept of Indiscipline/Misconduct in organisations. What are the causes of misconduct ? Also state the different forms of misconduct. 5 + 5 + 5
8. a) What is industrial dispute ?
 b) Discuss the major causes of industrial dispute.
 c) What are the machineries available for the settlement of industrial disputes in India ? 3 + 6 + 6
9. What are the different theories in support of the formation of trade unions and what are their characteristics ? As an HR executive, what steps would you take to advise the management, for the recognition of a newly formed trade union of employees in the organisation ? 8 + 7
10. a) What is collective bargaining ? How is it beneficial to both management & the employees ?
 b) You are the HR Manager of an organisation which is badly affected by the present economic recession, and hence wants to implement wage cut. Draft a plan of presenting the same to the workers backed with appropriate reasons. 6 + 9
11. Write short notes on any *three* of the following : 3 × 5
- a) Joint Management Councils
 b) Grievance handling
 c) Check off system
 d) Suspension pending enquiry and suspension as punishment
 e) Quality circle as a step towards worker's participation in management.

END