INDUSTRIAL RELATIONS (SEMESTERS - 4 & 6)

CS/MBA/SEM-(4 FT & 6 PT)/HR-404/09

1.	Signature of Invigilator				di di	U	ited Ĉ	h		
2.		o.								
	Roll No. of the Candidate									

CS/MBA/SEM-(4 FT & 6 PT)/HR-404/09 ENGINEERING & MANAGEMENT EXAMINATIONS, MAY – 2009 INDUSTRIAL RELATIONS (SEMESTERS - 4 & 6)

Time: 3 Hours [Full Marks: 70

INSTRUCTIONS TO THE CANDIDATES:

- 1. This Booklet is a Question-cum-Answer Booklet. The Booklet consists of **32 pages**. The questions of this concerned subject commence from Page No. 3.
- 2. a) In **Group A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **marked 'Answer Sheet'**.
 - b) For **Groups B** & **C** you have to answer the questions in the space provided marked 'Answer Sheet'. Questions of **Group B** are Short answer type. Questions of **Group C** are Long answer type. Write on both sides of the paper.
- 3. **Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
- 4. Read the instructions given inside carefully before answering.
- 5. You should not forget to write the corresponding question numbers while answering.
- 6. Do not write your name or put any special mark in the booklet that may disclose your identity, which will render you liable to disqualification. Any candidate found copying will be subject to Disciplinary Action under the relevant rules.
- 7. Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.
- 8. You should return the booklet to the invigilator at the end of the examination and should not take any page of this booklet with you outside the examination hall, **which will lead to disqualification**.
- 9. Rough work, if necessary is to be done in this booklet only and cross it through.

No additional sheets are to be used and no loose paper will be provided

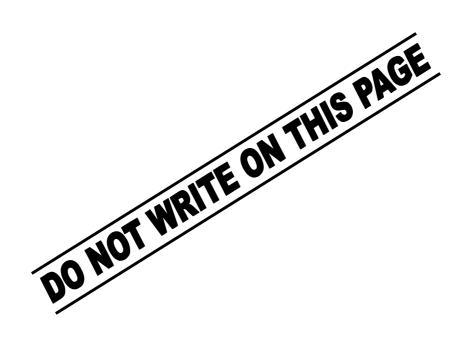
FOR OFFICE USE / EVALUATION ONLY Marks Obtained Group - A Group - B Group - C Question Number Marks Obtained Dotained

Head-Examiner/Co-Ordinator/Scrutineer

4478 (02/05)









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

Time: 3 Hours]

Full Marks : 70

GROUP - A

(Multiple Choice Type Questions)

1.	Choo	ose th	e correct alternatives for any ten	of the	following: 1	0 × 1 = 10				
	i) The voluntary measure for settling industrial unrest under ID Act, 1									
		a)	conciliation	b)	adjudication					
		c)	meditation	d)	arbitration.					
	ii)	Whi	ch one is the correct feature of c	ollectiv	re bargaining ?					
		a)	only giving benefits							
		b)	one party involvement							
		c)	give and take							
		d)	bargaining at individual level.							
	iii)		ch one of the following Acts loyees?	is no	t related to financial bene	fit of the				
		a)	Bonus Act	b)	Gratuity Act					
		c)	ID Act	d)	Payment of Wages Act.					
	iv)	Trad	e Unions Act was enacted in the	e year						
		a)	1947	b)	1926					
		c)	1948	d)	2000.					
	v)	Whi	ch of the following is a negative o	discipli	ne?					
		a)	Counseling	b)	Charge sheet					
		c)	Promotion and transfer	d)	None of these.					



vi)	INTU	JC 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)	Appo	ointment 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)	Cone	ciliation is a	
	a)	bipartite process	
	b)	tripartite process	
	c)	agreement process	
	d)	none of these.	
ix)	WPM	If 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)	Indu	strial Disputes Act was enacted	in the	year
	a)	1946	b)	1948 Utech
	c)	1947	d)	1942. A Paramolify and Extended
xi)	An o	order by a superior court to an	inferio	or tribunal requiring the record of the
	proc	eeding to be transmitted to the s	superio	r courts is
	a)	Writs	b)	Certiori
	c)	Mandamus	d)	none of these.
xii)	Whic	ch of the following Acts deals w	rith lav	vs relating to accident prevention and
	safet	y 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.

 $3 \times 5 = 15$

- 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

 $3 \times 15 = 45$

- 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