



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA (OLD)/SEM-(4FT & 6PT)/HR-404/2010**

**2010**

**INDUSTRIAL RELATIONS**

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 any *ten* of the following :

10 × 1 = 10

- i) In which of the following cases, the Workmen's Compensation Act is applicable ?
- a) Retrenchment
  - b) Retirement
  - c) Personal Accident at the Works Site
  - d) Closure.
- ii) Which of the following Acts regulate the condition of employment of a worker ?
- a) Trade Union Act, 1926    b) ID Act, 1947
  - c) ESI Act, 1948                d) Minimum Wages Act.



- iii) Who is responsible for payment of wages in a general purpose Engineering Workshop employing 214 workmen ?
- a) Works Manager
  - b) Chief Engineer
  - c) Chief Accountant
  - d) Personnel Manager.
- iv) Which of the following is applicable for formation of Joint Management Council (JMC ) as a step towards Labour Participation in Management ?
- a) Statutory
  - b) Optional
  - c) Voluntary
  - d) Mandatory.
- v) Which of the following is applicable for formation of Works Committee in a factory employing 113 workmen ?
- a) Statutory
  - b) Optional
  - c) Voluntary
  - d) Discriminating.



vi) Which of the following is the non-statutory permanent consultative machinery at the Central level ?

- a) Indian Labour Conference
- b) Joint Management Council
- c) Standing Labour Committee
- d) Central Minimum Wages.

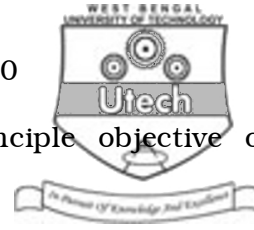
vii) Which of the following is the statutory machinery for the prevention and settlement of Industrial Disputes in India ?

- a) Works Committee
- b) Joint Management Councils
- c) Wage Board
- d) State High Court.

viii) In which year, the Code of Discipline in Industry came into force ?

- a) 1947
- b) 1956
- c) 1958
- d) 1962.

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ix) Which of the following is the principle objective of collective bargaining in India ?

- a) Check in Autocracy in industry
- b) Promote labour unrest in industry
- c) Delay award of labour dues
- d) Gherao.

x) In which of the following cases provision of ID Act, 1947 in respect of lay-off is not applicable ?

- a) Industrial establishment with 48 workmen worked for last one year
- b) Industrial establishment with 79 workmen worked for last one year
- c) Industrial establishment with 99 workmen worked for last one year
- d) Industrial establishment with 9 workmen worked for last one year.



- xi) What is the quantum of compensation for lay-off as per ID Act, 1947 if lay-off continues beyond 60 days in a year ?
- a) NIL
  - b) 10 per cent of basic wage
  - c) 10 per cent of gross wage
  - d) 50 per cent of basic wage.
- xii) Which of the following is an unfair labour practice as per the ID Act ?
- a) Establishing employer sponsored trade Union of Workers
  - b) Lay-off
  - c) Suspension of work
  - d) Retrenchment.

**GROUP – B**

**( Short Answer Type Questions )**

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

2. State the concept of IR. What are the parties of IR ?
3. Define collective bargaining. Point out the features of collective bargaining.
4. Outline the functions of Shop Councils and Joint Management Councils at enterprise level.

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5. Define the concept of white collar trade union.

6. State role of Industrial Relations in an industry.

**GROUP – C**

**( Long Answer Type Questions )**

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

7. Discuss in brief, the prerequisites of collective bargaining.

The Union has demanded the introduction of 'Medical Benefits Scheme' for employees covered under it. What are the strategies to be adopted in introduction the same from H.R. point of view ?

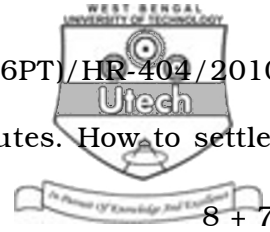
$5 + 5 + 5$

8. What do you understand by Industrial Democracy ? State the practices of Workers' Participation in Management followed in different countries. What are its objectives ?

$2 + 8 + 5$

9. Discuss the main functions of Trade Unions. What are you suggesting for removing the ills of trade unionism in India ?

$8 + 7$



10. State the major causes of industrial disputes. How to settle these disputes ?

8 + 7

11. Write short notes on any *two* of the following :

$2 \times 7 \frac{1}{2}$

- a) Discipline.
- b) Quality Circle.
- c) Workers' Education Programme in India.
- d) Grievance Handling.

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