

Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA (NEW)/SEM-4 FT & 6PT/HR-404/2011**

**2011**

**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.*

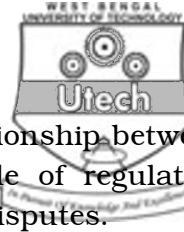
**GROUP – A**

**( Multiple Choice Type Questions )**

1. Choose the correct alternatives for any *ten* of the following :

10 × 1 = 10

- i) The negotiation about working conditions and terms of employment between an employer, or group of employers in one hand and one or more representative worker organizations/unions on the other is known as
  - a) Collective agreement    b) Collective bargaining
  - c) Disjunctive bargaining    d) None of these.
  
- ii) ..... involves sharing of the decision-making power between management and workers.
  - a) MBO
  - b) Group decision making
  - c) Participative management
  - d) Collective bargaining.



- iii) ..... is concerned with the relationship between management and workers and the role of regulatory mechanism in resolving any industrial disputes.
- a) Industrial relations
  - b) Employee grievance management
  - c) Employee welfare
  - d) Industrial harmony.
- iv) The revolutionary theory of IR was proposed by
- a) Marx and Hegels
  - b) Maslow
  - c) McGregor
  - d) None of them.
- v) Industrial Disputes Act was promulgated in the year
- a) 1946
  - b) 1947
  - c) 1948
  - d) None of these.
- vi) Trade Unions Act was enacted in the year
- a) 1947
  - b) 1926
  - c) 1948
  - d) 2000.
- vii) Which of the following is a negative discipline ?
- a) Counseling
  - b) Charge sheet
  - c) Promotion and transfer
  - d) None of these.
- viii) 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.



- ix) Appointment of Labour Welfare Officer is essential for
- 1000 employees
  - 100 employees
  - 500 employees
  - irrespective of any number of workmen employed.
- x) Conciliation is a/an
- Bipartite process
  - Tripartite process
  - Agreement process
  - None of these.
- xi) WPM is to remove the gap between
- Employee and Trade Union
  - Manager and Executive
  - Employee and the Directors of the Company
  - Employee and Employee.
- xii) For registration of a trade union minimum no. of employees required is
- 5
  - 7
  - 9
  - 100.

**GROUP - B**

**( Short Answer Type Questions )**

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

- Discuss the responsibilities of a registered Trade Union under the Trade Union Act.
- What are the different types of industrial disputes ? Discuss with examples.
- Discuss the causes and effect of Absenteeism in industry.
- What role is played by the government in settlement of industrial disputes under the Industrial Disputes Act, 1947 ?
- Discuss the welfare facilities provided in a factory under the Factories Act, 1948.



**GROUP – C**

**( Long Answer Type Questions )**

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

7. Suppose you are a personnel manager in a factory and there is a strike due to the demand of wage hike of the workers. But the company is not now in a position to hike the wages due to poor financial condition. What are the steps you will apply to minimize the tension and start the production at your factory ?
8. Can a grievance lead to indiscipline ? Describe the grievance procedures, and discuss why grievances should be settled quickly, and the level at which they occur.  $6 + 9$
9. a) Trace the origin and growth of trade union movement in India.  
b) Give your views on 'Multiplicity of trade unions is a boon or a bane'.  $10 + 5$
10. What are the objectives of Quality Circle ? Enumerate the essential steps for the formation of quality circles and mention its benefits.  $5 + 6 + 4$
11. Write short notes on any *three* of the following :  $3 \times 5$ 
  - a) Parties to IR
  - b) Charter of demands
  - c) Lay-off and lock-out differences
  - d) ILO conventions and its relevance to India
  - e) WPM.