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# CS/MBA (N)/SEM-4 (FT) & 6 (PT)/HR-404/2012 2012

## **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 :

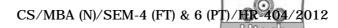
 $10 \times 1 = 10$ 

- i) Which is not a punishment for a misconduct committed?
  - a) Warning
  - b) Caution
  - c) Dismissal
  - d) Suspension pending enquiry.
- ii) The rate of overtime in a factory is
  - a) double the ordinary rate
  - b) one and half times of ordinary rate
  - c) triple the ordinary rate
  - d) same as the ordinary rate.

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- iii) The type of collective bargaining dealing with economic issues like wages, bonus etc., is called
  - a) integrative bargaining
  - b) distributive bargaining
  - c) attitudinal structuring
  - d) intra-organizational.
- iv) Ex-parte enquiry denotes
  - a) holding enquiry from beginning
  - b) holding enquiry in absence of delinquent workman
  - c) holding no enquiry
  - d) holding enquiry at the end.
- v) The majority of industrial disputes are related with
  - a) wage problems
- b) individual reasons
- c) recognition disputes
- d) issuing charge sheets.
- vi) Tripartism is not associated with
  - a) conciliation
- b) adjudication
- c) voluntary arbitration
- d) bipartite settlement.
- vii) Which of the following Acts deals with laws relating to accident prevention and safety of workmen?
  - a) I.D. Act, 1947
  - b) ESI Act, 1948
  - c) Factories Act, 1948
  - d) Trade Unions Act, 1926.
- viii) The voluntary measure for settling industrial unrest under I.D. Act, 1947 is
  - a) conciliation
- b) adjudication
- c) arbitration
- d) mediation.



- ix) Which one is the correct feature of collective bargaining?
  - a) Only giving benefits
  - b) One party involvement
  - c) Give and take
  - d) Bargaining.
- x) The majority of industrial disputes are related with
  - a) Wage problems
- b) Individual reasons
- c) Recognition disputes d) Issuing charge sheets.
- xi) Which is not the intramural labour welfare benefit of the following?
  - a) Drinking water
- b) Toilets
- c) Leave travel facility
- d) Creche.
- xii) Negotiations between employers and workers' representatives over wage increases and conditions is called
  - a) collective bargaining b) correctional bargaining
  - c) connected bargaining d) corruptive bargaining.

## **GROUP - B**

## (Short Answer Type Questions)

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

- 2. Write a short note on Dunlop's model of Industrial Relations.
- 3. List out the pre-requisites of a successful collective bargaining.
- 4. Describe the general provisions of prohibitions on 'Strikes' & 'Lockouts' with a special reference to 'Public Utility Services'.
- 5. What do you understand by 'Positive Discipline'? State in brief.

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- 6. a) What is a misconduct?
  - b) What are the penalties for committing misconduct?

2 + 3

#### **GROUP - C**

## (Long Answer Type Questions)

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

- 7. What do you mean by industrial disputes? Discuss the major causes of industrial disputes. How do industrial disputes adversely affect workers, the management and the nation as a whole? 3 + 6 + 6
- 8. Discuss the role of Enquiry Officer in a disciplinary proceeding. Draft a 'charge sheet' for a habitual absentee workman. Under what conditions should dismissal be used as a penalty?

  10 + 5
- 9. What are the different theories of formation of trade unions and what are their characteristics? As an HR Executive, what steps would you like to advise the management for recognition of a newly formed trade union of employees in the organization?

  8 + 7
- 10. Define Domestic Enquiry. State the main features of a Charge Sheet. Draft a charge sheet for habitual late attendance, frequent leaving the work station during working hours and arrogant behaviour with the supervisor by a workman. ( You may make your own assumptions, if necessary). 3+4+8
- 11. Write short notes on any three of the following:  $3 \times 5$ 
  - a) Quality Circles
  - b) ILO convention
  - c) Grievance handling
  - d) Objectives of Collective Bargaining
  - e) Charter of Demands.