



Name :

Roll No. :

Invigilator's Signature :

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 × 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.



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

GROUP - B

(Short Answer Type Questions)

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

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



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 : 3×5
- a) Quality Circles
 - b) ILO convention
 - c) Grievance handling
 - d) Objectives of Collective Bargaining
 - e) Charter of Demands.