



Name : .....

Roll No. : .....

Invigilator's Signature : .....

**CS/MBA/SEM-(4FT & 6 PT)/HR-404/2013**

**2013**

**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) Conciliation is a/an
    - a) Bipartite process
    - b) Tripartite process
    - c) Agreement process
    - d) none of these.
  - ii) Which is not a punishment for a misconduct committed ?
    - a) Warning
    - b) Caution
    - c) Dismissal
    - d) Suspension pending enquiry.
  - iii) 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.



- iv) WPM is to remove the gap between
  - a) Employee and Trade Union
  - b) Manager and Executive
  - c) Employee and the Directors of the Company
  - d) Employee and Employee.
- v) According to the Trade Union Act, 1926 who is entitled to ask the union to alter its name, if it is identical with that of any registered union ?
  - a) The Employer
  - b) The Registrar
  - c) The Office Bearer
  - d) None of them.
- vi) Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalized society ?
  - a) Marxist approach
  - b) Gandhian approach
  - c) Human relations approach
  - d) Giri approach.
- vii) ..... 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.
- viii) Industrial Disputes Act was promulgated in the year
  - a) 1946
  - b) 1947
  - c) 1948
  - d) none of these.
- ix) The Contract Labour (Regulation and Abolition) Act was promulgated in the year
  - a) 1970
  - b) 1946
  - c) 1926
  - d) none of these.



- x) Other than two parties i.e., 'employer and employee union' to the industrial relations the third party may intervene
- a) political party                      b) federation  
c) government                          d) none of these.
- xi) For settlement of industrial dispute the example of judicial mechanism is
- a) Workers participation in management  
b) Quality circle  
c) Conciliation  
d) none of these.

**GROUP – B**

**( Short Answer Type Questions )**

Answer any *three* of the following                      3 × 5 = 15

2. Discuss in brief some of the welfare activities of the workers in terms of different relevant labour legislations and intramural-extramural responsibilities of employers.
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 with special reference to Dunlop's approach. 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.  $3 \times 15 = 45$

7. a) Raju, a workman of a factory has been dismissed from his service. Neither the Union, nor the majority of workmen are ready to take up his case. He insists that he will fight alone with the management under I.D. Act, 1947. Explain the strength of his argument with reference to the provisions under the Act.
- b) A workman has been charge sheeted for theft of company's property. His written explanation to the charge sheet is far from satisfactory. Advise the management about the steps to be followed in domestic enquiry.  $6 + 9$
8. What do you mean by industrial disputes ? Discuss how industrial disputes adversely affect workers, the management and the nation as a whole.  $5 + 10$
9. a) What are the objectives of Quality Circle ? Enumerate the essential steps for the formation of quality circles and mention its benefits.
- b) Can a grievance lead to indiscipline ?  $( 4 + 5 + 3 ) + 3$
10. a) Employee turnover is a more serious issue than absenteeism. Discuss.
- b) Examine the collective bargaining process and state the different barriers for successful collective bargaining in India.  $5 + 10$
11. Write short notes on any *three* of the following :  $3 \times 5$
- a) Multiplicity of Trade Unions
  - b) Legality of strike
  - c) Principle of Natural Justice
  - d) Joint Management Councils
  - e) Safety Officer.
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