



Name :

Roll No. :

Invigilator's Signature :

CS / MBA(NEW) / SEM-4(FT) / 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) 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-organisational.
- 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) The type of union which includes many persons working in the same industry or company is
- a) Craft Union b) Industrial Union
c) Federation d) General Union.
- viii) Under which Section of Trade Union Act, 1926 are the duties & liabilities of a Registered Union mentioned ?
- a) Section-15 b) Section-11
c) Section-13 d) Section-9.
- ix) 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.



GROUP – C

(Long Answer Type Questions)

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

7. What do you mean by 'Strike' and 'Lockout' ? How do industrial disputes adversely affect the workers, the management and the nation as a whole ? $6 + 9$
8. a) State the differences between progressive and positive discipline approaches.
b) What types of disciplinary problems attract severe punishment generally ?
c) Under what conditions should dismissal be used as a penalty ? $5 + 5 + 5$
9. What are the causes and effects of grievances in an organization ? Describe the grievance procedure and discuss why grievances should be settled at the level at which they occur ? $8 + 7$
10. a) What do you mean by trade union ?
b) Describe the structure of trade unions in India.
c) "Multiplicity of trade unions has retarded development of healthy industrial relations in India." Comment. $4 + 6 + 5$
11. Write short notes on any *three* of the following : 3×5
- a) Quality circles
b) Domestic enquiry
c) Parties to IR
d) ILO Conventions and its application to India
e) Concept of Collective Bargaining.