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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:

 $10 \times 1 = 10$

- 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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- The type of collective bargaining dealing with economic iii) issues like wages, bonus etc, is called Integrative bargaining b) Distributive bargaining a) c) Attitudinal structuring d) Intra-organisational. Ex-parte enquiry denotes holding enquiry from beginning a) b) holding enquiry in absence of delinquent workman holding no enquiry c) d) holding enquiry at the end. The majority of industrial disputes are related with v) Wage problems b) Individual reasons a) c) Recognition disputes Issuing charge sheets. vi) Tripartism is not associated with a) conciliation b) adjudication c) voluntary arbitration d) bipartite settlement. The type of union which includes many persons working in the same industry or company is a) Craft Union b) **Industrial Union** Federation d) General Union. c) viii) Under which Section of Trade Union Act, 1926 are the duties & liabilities of a Registered Union mentioned? Section-15 b) Section-11 a) 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.

- x) In which year was All India Trade Union Congress (AITUC) formed?
 - a) 1917

b) 1920

c) 1919

- d) 1931.
- xi) In Collective Bargaining Exercise, Trade Unions
 - a) should be fast and thoughtful
 - b) should make no settlement on national scale
 - c) should not agree to automation
 - d) should resort to strike-weapon at the earliest.
- xii) What are the guidelines for framing a Charge Sheet?
 - a) Each charge must be clear and precise
 - b) There should be a separate charge for each allegation
 - c) There should be no multiplication or splitting up of charge for the same allegation
 - d) All of these.

GROUP - B

(Short Answer Type Questions)

Answer any three of the following.

 $3 \times 5 = 15$

- 2. Discuss the chief causes of industrial disputes.
- 3. What do you mean by Workers Participation in Management? What are its objectives?
- 4. Write a note on Dunlop's model of Industrial Relations.
- 5. Discuss the steps involved in the process of positive discipline.
- 6. In Indian Industrial Scenario, there is a need for change in the dimensions of Trade Unionism. Discuss.

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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.