	Utech
Name:	
Roll No.:	On Spinish (1) Exemplify and Explains
Invigilator's Signature :	
CS/MBA(OLD)/SEM-6 (PT)/HR-404/2011	
2011	
INDUSTRIAL RE	LATIONS
Time Allotted: 3 Hours	Full Marks : 70
The figures in the margin in	dicate full marks.
Candidates are required to give their o	answers in their own words
as far as pra	cticable.
GROUP – A	

. Choose the correct alternatives for any ten of the following:

( Multiple Choice Type Questions )

 $10 \times 1 = 10$ 

i) The total office bearer's strength of works committees should not exceed

a) 8

b) 10

c) 15

d) 20.

ii) The Pluralist theory of industrial relation was given by

a) Hyman

b) Flanders

c) Dunlop

d) Gandhi.

iii) In which year All India Trade Union Congress ( AITUC ) was formed ?

a) 1917

b) 1920

c) 1919

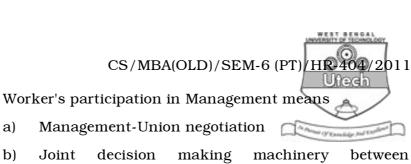
d) 1931.

25518 (MBA)

[ Turn over

## CS/MBA(OLD)/SEM-6 (PT)/HR-404/2011

- iv) Conciliation is a
  - a) Bipartite process
- b) Tripartite process
- c) Agreement process
- d) None of these.
- v) Trade unions generally concentrate their attentions to achieve the following objectives *except* 
  - a) Wages & salaries
- b) Working conditions
- c) Motivation
- d) Welfare.
- vi) In the event of failure of negotiations, Govt. intervenes through the following machineries *except* 
  - a) Works committee
  - b) Conciliation
  - c) Arbitration
  - d) National Commission of Labour.
- vii) Demestic enquiry may be held
  - a) in the presence of delinquent workman
  - b) in the absence of delinquent workman
  - c) both (a) & (b)
  - d) none of these.
- viii) Collective Bargaining can be hold for
  - a) settlement of individual demands
  - b) settlement of collective demands
  - c) both of these
  - d) none of these.



- b) Joint management and Union
- c) Machinery for settlement of industrial disputes
- d) Combination of all them.
- x) Maintenance of discipline in industry is responsibility of
  - Management a)

ix)

a)

- b) Workmen
- c) Trade Union
- d) All of them.
- Which of the following Acts deals with the prevention and settlement of disputes?
  - Factories Act, 1948
  - Industrial disputes Act, 1947 b)
  - c) Payment of Wages Act, 1936
  - E.S.I. Act. 1948. d)
- xii) In order to make their workers agree to their conditions, the management of a company may prevent the workers from entering the building. What is this called?
  - A kick out a)
- A push out b)
- A knock out c)
- A lock out. d)

### **GROUP - B**

## (Short Answer Type Questions)

Answer any three of the following.

 $3 \times 5 = 15$ 

- Explain the components of industrial relations system. What 2. are their roles?
- Write the salient features of a Trade Union. 3.

### CS/MBA(OLD)/SEM-6 (PT)/HR-404/2011

- 4. Compare and contrast among welfare activities of workers under different relevant statutes.
- 5. What are the characteristics of an industrial worker? Explain their problems in brief.
- 6. Give an overview, in short, of worker's participation in management practised in foreign countries.

#### GROUP - C

# (Long Answer Type Questions)

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

- 7. Explain the meaning of the terms 'strike' & 'lock-out'. State the circumstances in which 'strike' & 'lock-out' are illegal.6 + 9
- 8. Trace the origin and growth of Trade Union movement in India. What is the importance of collective bargaining in industrial relations? Critically discuss the success of collective bargaining in India. 5+5+5
- 9. "The maturity of any industrial relation is measured through the degree of intervention from the government." Critically examine the nature of industrial relations in post-independent India in the light of the above statement.
- 10. Give an account of the approaches to Industrial Relations.Examine the System Model of Industrial Relations with an appropriate diagram.7 + 8
- 11. Write short notes on any *three* of the following:  $3 \times 5$ 
  - a) Grievance Procedure
  - b) Code of Conduct
  - c) Absenteeism
  - d) Joint Management Council
  - e) Negative Discipline.

25518 (MBA)