

Time: (2 ½ Hours)

Max Marks: 75

Notes:

- (1) All questions are compulsory.
 (2) Figures to the right indicate full marks.

(1) (A) Fill in the blanks with appropriate alternatives. (Any Eight) (8)

- (i) _____ means integration of the economy of the country with the world economy.
 a) Liberalisation b) Privatisation c) Globalisation d) Integration
- (ii) _____ encourage employees to participate in the decision making process of the organisation.
 a) Quality Management b) Process management
 c) Participative management d) Quantity management
- (iii) _____ concept not applicable to factories.
 a) Protected workman b) Protected Employer
 c) Protected Industry d) Protected employment
- (iv) _____ deals with the conditions of employment of workers in an industrial establishment.
 a) Standing order b) Single order c) Fixed order d) Flexible order
- (v) Overtime wages are _____ the rate of wages are payable if working hours are beyond 9 hour in a day or 48 hours in a week.
 a) single b) double c) thrice d) Five times
- (vi) In Factories, Child above the age of 14 but below 15 years can be employed for _____ hours in a day
 a) 4.5 b) 4 c) 3.5 d) 5
- (vii) As per Minimum Wages Act, Minimum wages covers all workers in the _____ sectors
 a) Agricultural, industrial and small scale b) Industrial
 c) Agricultural d) small industry
- (viii) _____ team is the prerequisites of Collective bargaining.
 a) Strong b) weak c) Group d) Positive
- (ix) _____ is the first step in the collective bargaining process.
 a) Preparation b) Negotiation c) Agreement d) Contract
- (x) A _____ union is the simplest form of trade union. It is formed of employees belonging to the same craft or occupation.
 a) Craft b) General c) white Collar d) Blue Collar

(1) (B) Write True or False. (Any Seven) (7)

- a) A factory worker must be given an interval of rest of at least half an hour after five hours of work
- b) A creche is to be provided in a factory wherein more than 30 women are employed.
- c) Discipline system should be progressive in nature.

- d) Lockouts and Gheraos both are similar forms of protest by employees.
- e) Society does not play any role in the matters of industrial relations.
- f) Right disputes refers to the disputes over the understanding, interpretation and application of rules & regulations.
- g) Disciplinary action against employees should always be partial and biased.
- h) Trade unions play a highly centric role in the betterment of industrial relations.
- i) In a hunger strike the employees undertake fasting by abstaining from both food and work as a protest.
- j) Disputes are generally clouded by a sense of exploitation, distrust and discontent.

- (2) (a) Bring out the factors affecting Industrial Relations. (8)
(b) What are the essentials of a good Industrial Relations System? (7)

OR

- (c) Explain the major stakeholders of Industrial Relations. (8)
(d) Briefly explain the significance of Industrial Relations. (7)

- (3) (a) What are the methods of settling industrial disputes? (8)
(b) State and explain the grievance redressal procedure in India. (7)

OR

- (c) Explain the following concepts related to industrial disputes
i) Lay off ii) Retrenchment. (8)
(d) What is employee discipline? State the causes of indiscipline among employees. (7)

- (4) (a) What are the rights and privileges of registered Trade Unions? (8)
(b) State and explain the levels of collective bargaining. (7)

OR

- (c) Bring out the obstacles to collective bargaining in India. (8)
(d) What is the impact of Globalisation on Trade Unions in India? (7)

- (5) (a) Elaborate the Industrial Disputes Act, 1947. (8)
(b) Write a note on Trade Unions Act, 1926. (7)

OR

- (5) (c) Write short notes on (any 3) (15)
i) Objectives of Industrial Relations
ii) Industrial Tribunal
iii) HMS
iv) Types of Industrial Disputes
v) Problems of Trade Unions in India