

Time: 2 Hours

Total Marks: 75

Notes: All questions are compulsory.

Figures to the right indicate full marks.

1) (A) Match the columns (any 7)

07 Marks

A	B
1) Employers Association	a) legal machinery
2) Courts and Tribunals	b) labour management relations
3) Industrial Relations	c) educates organisations
4) Conjunctive Bargaining	d) 1947
5) INTUC	e) voluntary and statutory
6) Types of recognition	f) one party wins over the other
7) Inter personal issues	g) known as right dispute
8) Slow down strike	h) Humiliation
9) Joint management council	i) 1958
10) Grievance dispute	j) go slow tactics

Q1 (B) True or False – Attempt any 8

08 Marks

1. A dynamic environment leads to changes in employment conditions.
2. Industrial Relations is influenced by only one factor.
3. The union which gains through political action is called political unions.
4. Quality circle encourages group problem solving rather than individual suggestions.
5. Society plays a vital role in the matters of Industrial Relations.
6. Layoff means permanent separation of employees from employers.
7. Collective bargaining power of unions has been weakened in recent times.
8. Working environment should be conducive and motivational for better performance.
9. The Judiciary also helps in dispute resolution mechanisms.
10. Co-Partnership meetings happen once a week between workers and supervisors.

Q2 (a) Explain Industrial Relations and discuss its main characteristics. (7 Marks) 15 Marks

Q2 (b) Describe the roles of stakeholders in Industrial Relations:

- Government
- Employers
- Employees (8 Marks)

OR

Q2 (c) Explain Liberalisation and its effects on Industrial Relations. (7 Marks)

Q2 (d) Write a note on the significance of Industrial Relations. (8 Marks)

Q3 (a) Define Industrial Dispute and explain its causes. (7 Marks)

15 Marks

Q3 (b) Explain the methods used for settling Industrial Disputes. (8 Marks)

OR

Q3 (c) Write about the Code of Discipline and its enforcement. (7 Marks)

Q3 (d) Explain the grievance redressal procedure followed in India. (8 Marks)

Q4 (a) Discuss how globalization impacts trade unions. (7 Marks)

Q4 (b) Explain the role of trade unions briefly. (8 Marks)

OR

Q4 (c) Describe the levels of collective bargaining. (7 Marks)

Q4 (d) List and explain obstacles faced by collective bargaining in India. (8 Marks)

Q5 (a) Explain the provisions of the Trade Union Act, 1926. (7 Marks)

Q5 (b) Describe the key points of the Factories Act. (8 Marks)

OR

Q5 (c) Write short notes on any three of the following: (15 Marks)

- a. Role of Judiciary
- b. Types of Industrial Disputes
- c. Objectives of Industrial Relations
- d. Privatization
- e. Labour Court

