

END SEMESTER EXAMINATION

Industrial Relations and Labour Laws: CMIR0103

Total Marks: 100

Duration: 3 hrs

1. Answer the following questions:

[1X10=10]

- i. Industrial relations cover the following area(s) [CO1]
 - a) Collective bargaining,
 - b) Labour legislation
 - c) Industrial relations training
 - d) All of the above
- ii. Parties to industrial relations are [CO1]
 - a) ILO, Government, Association of employers
 - b) ILO, Government, IMF
 - c) ILO, Board of Directors, Association of employers
 - d) Government, Board of Directors, Association of employers
- iii. The following is (are) included in ILO's standards with regard to industrial relations [CO1]
 - a) Right of association
 - b) Right to organize and collective bargaining
 - c) Tripartite consultants
 - d) All of the above
- iv. What is the minimum number of trade union members requiring in registering themselves as a union? [CO1]
 - a) 7
 - b) 10
 - c) 5
 - d) 15
- v. A trade union is an organization that represents [CO1]
 - a) The views and interests of the workers.
 - b) The aims of manager.
 - c) The group of people workings towards a common goal
 - d) The goals of a business

- vi. The first wage board was set up in [CO1]
 - a) 1957
 - b) 1958
 - c) 1959
 - d) 1960
- vii. Who are not the actors of Industrial Relations? [CO1]
 - a) Workers and their organizations,
 - b) Employers and their organizations,
 - c) Community and cultural organizations
 - d) Government and the role of state.
- viii. In which type of collective bargaining workers lose something instead of gaining? [CO1]
 - a) Concession bargaining,
 - b) Coalition Bargaining,
 - c) Productivity Bargaining,
 - d) All the above
- ix. Model grievance procedure is given in the: [CO1]
 - a) Industrial disputes Act,
 - b) Employee State Insurance Act,
 - c) Industrial Employment (Standing Order) Act,
 - d) Code of Discipline
- x. Trade Union movement in India emerged between: [CO1]
 - a) 1920-1930,
 - b) 1850-1870,
 - c) 1870-1880,
 - d) 1930-1947

2. Answer briefly any five of the following questions:

[3X5=15]

- i. Factors affecting Industrial relations. [CO1]
- ii. Problems faced by labour movement in post-independence period [CO2]
- iii. Characteristics of Collective Bargaining. [CO3]
- iv. Types of Labour Absenteeism. [CO2]
- v. Distinguish between strike and lay off. [CO3]
- vi. Causes of Disciplinary violation. [CO3]

- 3. Answer any five of the following questions** **[7X5=35]**
- i. Explain the scope and objectives of Industrial relations [CO2]
 - ii. Define the term trade union, trade dispute and registered trade union [CO2]
 - iii. How collective bargaining helps in maintaining labour relations in India? [CO3]
 - iv. What are the duties and powers of a conciliation officer and adjudication officer? [CO3]
 - v. Discuss the important provisions of Factories Act 1948 [CO3]
 - vi. Collective bargaining assumes collective wisdom of both labour and management. Discuss. [CO5]
- 4. Answer any four of the following questions:** **[10X4=40]**
- i. How poor industrial relations bring industrial unrest. Discuss. [CO3]
 - ii. Discuss the important phases of the Trade Union movement [CO3]
 - iii. Discuss the objectives and the factors affecting workers participation in management. [CO4]
 - iv. Explain the measures adopted for minimizing employee absenteeism. [CO5]
 - v. Describe the steps undertaken by the International Labour Organization towards the safety, health and welfare of workers. [CO5]
 - vi. What is strike? What are its various types? What are its major causes? [CO2]