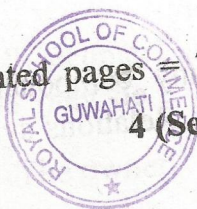


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4 (Sem-3) IRL (MAN M)

2012

## INDUSTRIAL RELATIONS AND LABOUR LAWS

(Management Major)

Full Marks – 80

Time – Three hours

The figures in the margin indicate full marks  
for the questions.

Answer *all* questions.

1. Answer as directed :

1×10=10

Choose the correct option from the following :

(i) Unfair labour practices are practiced by :

(i) Employers

(ii) Employees

(iii) Both

(iv) None.

[Turn over

(ii) How many components constitute the Industrial Relations system ?

(i) One

(ii) Two

(iii) Three

(iv) Four

(iii) Interest disputes are normally concerned with :

(i) Rights or legal issues

(ii) Unfair labour practices

(iii) Non-recognition of Trade Unions

(iv) Economic issues.

(iv) The concept of equal pay for equal work for both men and women is enshrined in which article of the constitution ?

(i) Article 39

(ii) Article 41

(iii) Article 42

(iv) Article 43

(v) An "Occupier" under the Factories Act, 1948 may be :

(i) The owner

(ii) A lessee

(iii) A licensee

(iv) All the above.

(vi) The Payment of Bonus Act, 1965 is not applicable in case the number of employees fall below :

(i) 5

(ii) 10

(iii) 20

(iv) 100

(vii) Under the Payment of Wages Act, 1936 which one of the following is an unauthorised deduction ?

(i) Fines imposed on an employee

(ii) Deduction for absence from duty

(iii) Deductions for Income Tax

(iv) Deductions for tools or raw materials supplied for the purpose of employment.



(viii) Extra mural activities are those welfare activities undertaken by the owners/employers :

- (i) Outside the factory
- (ii) Inside the factory
- (iii) Both inside and outside the factory
- (iv) During rest hour of the employee.

(ix) How many tiers does the Indian Adjudication system have ?

- (i) 2
- (ii) 3
- (iii) 4
- (iv) 5

(x) Under workers participation in management, a unit council can have a maximum of

- (i) 10 members
- (ii) 12 members
- (iii) 15 members
- (iv) 18 members.

Write briefly on the following within 50 words :

2×5=10

- (i) Meaning of Industrial Dispute
- (ii) Classification of workmen as per Model Standing Orders
- (iii) Industrial Tribunals
- (iv) Total disablement
- (v) The rate of payment of bonus in absence of profit.

(a) What was Gandhiji's views on Industrial Relations ? 5

Or

Describe the role of Government in Industrial Relations. 5

(b) What are the main features of Collective Bargaining ? 5

Or

What do you understand by the concept of mediation ? 5

(c) Describe the provisions under the Payment of Wages Act in respect of responsibility in time and method of paying wages. 5



Or

Discuss the provisions of employment women and young persons under the Factories Act, 1948.

- (d) Why was the Plantation Labour Act, 1951 enacted?

Or

What are the main provisions with regard to safety under the Mines Act, 1952?

4. (a) Discuss in details the Industrial Relations scenario in the country since the time of independence.

Or

Briefly describe the various approaches to Industrial Relations.

- (b) What do you understand by Industrial Disputes? What measures are adopted by employees and employers to show their respective stands in case of an industrial dispute? Discuss.  $2+8=10$

Or

Discuss the system of adjudication in India. Why does it take a long time for disputes to be resolved in cases of adjudication? Give your views.  $4+6=10$

- (e) Describe in details the concept of workers participation in management in the Indian context.  $10$

Or

Describe some of the safety and welfare measures to be undertaken under the Factories Act, 1948.  $5+5=10$

- (d) Discuss the scope and coverage of the Contract Labour (regulation and abolition) Act, 1970.  $10$

Or

Describe the main provisions relating to minimum and maximum bonus under the Payment of Bonus Act, 1965.  $10$