

21007

Total number of printed pages=5

47 (5) INRE 5.2

2011

**INDUSTRIAL RELATIONS**

**Paper : 5.2**

*Full Marks : 80*

*Time : Three hours*

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

1. Answer the following : 1×10=10

(A) *Fill in the blanks :*

(i) ..... may be defined as the money received in the performance of work plus the many kinds of benefits and services that the organisation provides to its employees.

(Wage / Compensation)

(ii) ..... implies denial of employment to the employees for reasons beyond the control of employer.

(Layoff / Retrenchment)

*Contd.*

- (iii) During the ..... period, workers did not enjoy any freedom of expression or association. (Pre-Independence / Post-Independence)
- (iv) The INTUC stands for ..... (Indian National Trade Union Committee / Indian National Trade Union Congress)
- (v) In India the scheme of Joint Management Councils was introduced in the year ..... on a voluntary basis. (1956 / 1958)

(B) *State True or False*

- (vi) Stay-in-Strike can be described as the tactics of workers when they intentionally reduce the speed of the work to reduce the production.
- (vii) Any enterprise employing 100 or more than 100 workers can form works committees for the settlement of industrial conflicts.
- (viii) In voluntary arbitration both the parties are willing to go to an arbitrator and submit to his decision.
- (ix) Collective bargaining helps the management in fulfilling its interests.

- (x) A trade union can be registered with a minimum of 7 members.

2. *Answer the following : (any five) 2×5=10*

- (i) What do you mean by Voluntary Retirement Scheme ?
- (ii) State *two* factors that influence wage and salary structure and administration.
- (iii) State *two* forms of non-monetary benefits.
- (iv) What do you mean by Industrial Relations ?
- (v) What is meant by Interest Disputes ?
- (vi) Write *two* objectives of Workers' Participation in India.

3. *Answer the following : (any four)*

- (i) What is Collective Bargaining ? State three essential conditions for the success of Collective Bargaining. 2+3=5
- (ii) State and explain the procedure of Arbitration. 5
- (iii) Explain the various sources of Union-Management Conflict. 5

(iv) What is Workers' Participation in Management (WPM)? State *three* reasons for failure of WPM in India. 2+3=5

(v) State the various cases when the Registrar can exercise the power of cancellation of Registration of Trade Union u/s 10. 5

(vi) Explain the various problems of Trade Unions. 5

4. Answer the following : (any five) 8×5=40

(i) What do you mean by Wage and Salary Administration? State and explain the various objectives of Wage and Salary Administration. 2+6=8

(ii) Trace the history of Industrial Relations in India during Pre and Post Independence period. 8

Or

What do you mean by Industrial Relations? Discuss the various constraints in Industrial Relations. 2+6=8

(iii) Discuss the various functions of Trade Unions. 8

Or

Discuss the various measures to strengthen the Trade Union Movement in India.

(iv) What are the various pre-requisites for Effective Workers' Participation? Explain the importance of Workers' Participation in Management. 4+4=8

(v) Discuss the various causes of Industrial Disputes. 8

(vi) Explain the Three-Tier system of Adjudication. 8

(vii) Explain with the help of a suitable diagram the Collective Bargaining Process. 8