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Total No. of printed pages = 5

B.B.A 15 Sam
47 (5) INRL 5.2

2012

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) ——— is a compensation to be paid by an employer to his workers irrespective of his ability to pay. (Minimum wage / Living wage)

(ii) ——— is the mildest form of disciplinary action. (Oral Reprimand / Written Reprimand)

(iii) The Indian National Trade Union Congress was formed in the year ——. (June 1948 / May 1947)

[Turn over

(iv) Section 3(1) of the Industrial Disputes Act, 1947 lays down that an industrial establishment where _____ or more workmen are employed or have been employed on any day in the preceding 12 months, is required to constitute works committee. (100 / 150)

(v) Grievance disputes are also known as _____. (Conflict of Interests / Conflict of Rights).

(B) State true or false :

(vi) Strike is a legitimate weapon in the hands of the workmen.

(vii) The Labour Court adjudicate upon disputes listed in schedule III of the Industrial Disputes Act, 1947.

(viii) In India, the first collective bargaining agreement was concluded in 1920 at the instance of Mahatma Gandhi.

(ix) Registration of trade union is compulsory.

(x) Voluntary retirement is also known as 'Golden Hand shake.'

2. Answer the following : 2×5=10

(i) State two objectives of wage and salary administration.

(ii) State the meaning of Industrial Relations.

(iii) Define Industrial Dispute under Industrial Disputes Act, 1947.

(iv) Write two characteristics of Trade Union.

(v) What is Collective Bargaining ?

3. Answer the following (any four) :

(i) Explain five factors which influence wage and salary structure and its administration. 5

(ii) "The significance of good industrial relations in any country could hardly be overemphasised." Throwing light into the statement, explain the significance of industrial relations. 5

(iii) Why do you think workers / employees associate themselves with trade union? Explain any three internal problems of Indian trade unions. 2+3=5

(iv) State any five conditions under which the registrar can withdraw or cancel the registration of a Trade Union. 5

(v) What do you mean by Workers' Participation in Management? State three objectives of WPM. 2+3=5

(vi) Write short notes on any *one*: 1×5=5

(a) Voluntary retirement

(b) Retirement.

4. Answer the following (any *five*):

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

(ii) What do you mean by Arbitration? What are the different types of Arbitration? Explain the procedure of Arbitration. 2+2+4=8

(iii) Explain any two features of collective bargaining. Explain the collective bargaining process. 4+4=8

(iv) Explain the Human Relations Approach to Industrial Relations. Discuss four conditions necessary for promoting healthy industrial relations in a country. 4+4=8

(v) Trace the history of Trade Union Movement in India. 8

(vi) Explain four pre-requisites for effective worker's participation. State four measures for strengthening Trade Unions in India. 4+4=8

(vii) Write short notes on any *two*: 4×2=8

(a) System approach to Industrial Relation

(b) Structure of Trade Union on the basis of membership

(c) Measures to strengthen Trade Union Movement in India

(d) Conciliation

(e) National Tribunal.