

17. State two objectives of Collective Bargaining. Explain the procedure of Collective Bargaining. 2+6=8

18. What is Adjudication? Explain the three-tier system of Adjudication. 2+6=8

Total number of printed pages-6

47 (5) INRE 5-2

2013

INDUSTRIAL RELATIONS

Page no. 1-2

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 form of direct compensation. (Money / Accident insurance)

(ii) One of the greatest labour leader of Modern India was _____ (Gandhiji / V. V. Giri)

(iii) A combination of both craft union and industrial union is known as _____.
(General unions / Staff unions)

(iv) The Hind Mazdoor Sabha (HMS) was formed in the year _____ (1950 / 1948)

(B) Choose the correct option :

(v) It is a short duration strike and is in the nature of alarm signal to the employer.

(a) Protest strike

(b) Cat-call strike

(c) Picketing.

(vi) The provisions of Works Committee are stated under which section of Industrial Disputes Act 1947?

(a) Section 4

(b) Section 3

(c) Section 5.

4. Answer the following : (Any five)

(i) What is Living wage? Discuss the various factors influencing Wage and Salary structure and Administration. 2+6=8

(ii) State two features of Industrial Relations. Discuss the major constraints of Industrial Relations. 2+6=8

(iii) What are Trade Unions? Discuss the various problems faced by the Trade Unions in India. 2+6=8

(iv) What do you mean by Workers Participation in Management? Discuss the various schemes of WPM in India. 2+6=8

(v) Discuss the various sources of Union-Management Conflict. Explain the consequences or impact of Industrial Disputes. 4+4=8

(C) State True or False :

(i) Grievance is the mildest form of industrial action.

(ii) Industrial Disputes are also known as Conflict of Rights.

(iii) All India Trade Union Congress (AITUC) came into existence in 1920.

(iv) Minimum number of members required to get a Trade Union registered is 10.

2. Answer the following : 2+5=10

(i) State five principles of Wage and Salary administration.

(ii) What do you mean by Industrial Relations ?

(iii) What is Retrenchment ?

(iv) What do you mean by Collective Bargaining ?

Contd.

(v) State two conditions under which the Registration of a Trade Union stands cancelled.

Answer the following : (Any four)

(i) Explain at least five essential conditions for the success of Collective Bargaining. 5

(ii) What is Arbitration ? Do you think arbitration is important ? If so, state the reasons. 2+3=5

(iii) Define Industrial Disputes. What are Recognition Disputes ? 2+3=5

(iv) Explain the various causes of Industrial Indiscipline. 5

(v) Explain the importance of Workers' Participation in Management in an industry. 5

(vi) Discuss the various rights and obligations of a Registered Trade Union. 5