

26/11/19

Paper / Subject Code: 46014 / Human Resource: Industrial Relations

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Tuesday

T.Y. BMS Sem V Choice Based, Nov 2019

5

Copies

10:30am to 1:00pm

[Time: 2 1/2 Hours]

[Marks: 75]

Please check whether you have got the right question paper.

85

- N.B:
1. All questions are compulsory.
  2. Figures to the right indicate full marks.

Q.1 A) Match the Column (Any 8)

08

A	B
1) Trade Unions Act	a) Avoid litigations
2) Secret Ballot	b) Disputes are absent
3) Women employment	c) 6am to 7pm
4) Cloth requirement per family	d) 1926
5) Conjunctive Bargaining	e) Democratic method
6) Code of Discipline	f) Labour management relations
7) Arbitration	g) Judgment binding on both parties
8) Economic loss	h) Lock outs
9) Industrial relations	i) 72 yards per annum
10) Industrial peace	j) One party wins over the other

B) State whether following statements are True or False. (Any 7)

07

- a) Co-operative bargaining also known as integrative bargaining.
- b) A registered trade union is a body corporate with perpetual succession & a common seal.
- c) Low membership is one of the reasons for the poor financial position of the union.
- d) Good industrial relations improve the morale of the employees.
- e) Minimum 20 members are required to form trade union.
- f) Trade Unions are often associated with small industries.
- g) Strikes and lockouts should be resorted to as last measure.
- h) Collective Bargaining is a continuous process.
- i) A Trade Union serves as a connecting link between employers and workers.
- j) The unions which gain power through political action is called political unions.

Q.2 A) What is Liberalisation? Write a note on impact of liberalization on industrial relations.

08

B) What are the objectives of industrial relations?

07

OR

- C) Explain the following stakeholders of IR 08  
a) Government b) Employees c) Employers  
D) What are the essentials of good Industrial relation system? 07

- Q.3 A) Briefly explain grievance redressal procedure in India. 08  
B) What are the major causes of indiscipline? 07

OR

- C) Write major types of workers participation in management. 08  
D) Explain following concepts: 07  
(a) Lay off (b) Retrenchment

- Q.4 A) What is the role of trade union toward its members? 08  
B) Explain i) Reformist union and ii) Revolutionary union 07

OR

- C) What are the pre-requisites of Collection Bargaining? 08  
D) Briefly explain Level of Collective Bargaining. 07

- Q.5 A) Write a note on Industrial Employment Act 1946. 08  
B) Elaborate Minimum Wages Act 1948. 07

OR

- Q.5 Write short notes on (Any 3) 15  
1) Labour Court  
2) Privatization  
3) Evolution of Trade Union in India  
4) Code of Discipline  
5) Suggestions