

Total No. of Questions: 6

Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management  
End Sem (Odd) Examination Dec-2018  
MS5EH03 Industrial Relations and Employee Welfare  
Programme: MBA  
Branch/Specialisation:  
Management/HR

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d.

- Q.1 i. Identify the major actor of Industrial relations from the following: 1  
(a) Employers (b) Unions (c) Government (d) All of these
- ii. Which of the following approaches assumes that the understanding of Industrial relations requires an understanding of the capitalized society? 1  
(a) Marxist Approach  
(b) Gandhian Approach  
(c) Human Relations Approach  
(d) Giri Approach
- iii. Which one the following is not a machinery for settlement of industrial disputes under the Industrial Disputes Act, 1947? 1  
(a) Conciliation officer (b) Board of conciliation  
(c) Collective Bargaining (d) Labour Court
- iv. 'First come last go & last come first go' is the principle of 1  
(a) Lay-off (b) Closure (c) Retrenchment (d) Dismissal
- v. Which of the following would not be a suitable disciplinary penalty? 1  
(a) Dismissal without notice- gross misconduct  
(b) Dismissal with notice  
(c) Final written Warning  
(d) Finding the employee another job on an enhanced salary.
- vi. "One party gains at the expense of another", normally refers to which type of collective bargaining? 1  
(a) Distributive bargaining (b) Integrative bargaining  
(c) Centralized bargaining (d) None of these

P.T.O.

[2]

- vii. In which year did factories act come into force? **1**  
(a) 23<sup>rd</sup> September, 1948 (b) 1<sup>st</sup> April, 1949  
(c) 4<sup>th</sup> April, 1949 (d) 12<sup>th</sup> September, 1948
- viii. Which section of the factories act covers the list of diseases given in the schedule? **1**  
(a) Section 3 (b) Section 25 (c) Section 87 (d) Section 89
- ix. Formal written complaint of employees is called **1**  
(a) Grievance strike (b) Grievance arbitration  
(c) Grievance (d) Employee ownership
- x. If there are \_\_\_\_\_ numbers of employees, then the employer has to provide a canteen. **1**  
(a) 100 (b) 200 (c) 500 (d) 250
- Q.2 i. What do you mean by industrial relations? **2**  
ii. Explain in brief scope of IR. **3**  
iii. What are the important causes of labour unrest in India? **5**
- OR iv. Explain the different approaches to IR. **5**
- Q.3 i. Differentiate between Strike & Lockout. **2**  
ii. Explain the machinery for the prevention and settlement of Industrial disputes in India. **8**
- OR iii. Distinguish between arbitration and adjudication. Give reasons for the failure of arbitration in India. **8**
- Q.4 i. Discuss the importance of WPM in the context of Indian economy. **3**  
ii. Once bargaining begins, an employer is obliged to negotiate in good faith with the union's representatives over conditions of employment. Do you think this is being observed in actual practice in India? Why & Why not? **7**
- OR iii. State briefly the problems of trade unions in India. **7**
- Q.5 i. What are different types of occupational hazards? **4**  
ii. Explain the legal provisions regarding employee health, under the Factories Act, 1948. **6**
- OR iii. Describe at least five techniques for reducing accidents in an industry. **6**

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- Q.6 Attempt any two:
- i. "The compliance with the statutory welfare provisions in India is half hearted and inadequate." Comment. **5**
- ii. Discuss the model of grievance procedure that is applicable in India. **5**
- iii. Explain the impact of technological change on Industrial Relations. **5**

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## Marking Scheme

### MS5EH03 Industrial Relations and Employee Welfare

		0.5 mark for each	(0.5 mark * 4)	
Q.1	i. Identify the major actor of Industrial relations from the following: (d) All of these			1
	ii. Which of the following approaches assumes that the understanding of Industrial relations requires an understanding of the capitalized society? (a) Marxist Approach			1
	iii. Which one of the following is not a machinery for settlement of industrial disputes under the Industrial Disputes Act, 1947? (c) Collective Bargaining			1
	iv. 'First come last go & last come first go' is the principle of (c) Retrenchment			1
	v. Which of the following would not be a suitable disciplinary penalty? (d) Finding the employee another job on an enhanced salary.			1
	vi. "One party gains at the expense of another", normally refers to which type of collective bargaining? (a) Distributive bargaining			1
	vii. In which year did factories act come into force? (b) 1 <sup>st</sup> April, 1949			1
	viii. Which section of the factories act covers the list of diseases given in the schedule? (d) Section 89			1
	ix. Formal written complaint of employees is called (c) Grievance			1
	x. If there are _____ numbers of employees, then the employer has to provide a canteen. (d) 250			1
Q.2	i. Meaning of industrial relations any one definition			2
	ii. Any three scope of IR	1 mark for each	(1 mark * 3)	3
	iii. Any five causes of labour unrest in India	1 mark for each	(1 mark * 5)	5
OR	iv. Any two approaches to IR.	2.5 marks for each	(2.5 marks * 2)	5
Q.3	i. Any four points of difference b/w Strike & Lockout.			2
	ii. Machinery for the prevention and settlement of Industrial disputes	Any four methods	2 marks each	8
OR	iii. Any four points of difference b/w arbitration and adjudication	1 mark for each	(1 mark * 4)	4
	Any four reasons for the failure of arbitration in India	1 mark for each	(1 mark * 4)	4
Q.4	i. Any three importance of WPM	1 mark for each	(1 mark * 3)	3
	ii. Types and bargaining condition in India			7
OR	iii. Any seven points problems of trade unions in India.	1 mark for each	(1 mark * 7)	7
Q.5	i. Any two types of occupational hazards	2 marks for each	(2 marks * 2)	4
	ii. Provisions regarding employee health, under the Factories Act, 1948	Any six provisions	1 mark for each	6
OR	iii. At least five techniques for reducing accidents in an industry			6
Q.6	Attempt any two:			
	i. Any 5 points for effectiveness of statutory welfare provisions	1 mark for each	(1 mark * 5)	5
	ii. Model of grievance procedure that is applicable in India.			5
	iii. Any five impacts of technological change on Industrial Relations.	1 mark for each	(1 mark * 5)	5
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