

Enrollment No.....



Faculty of Management  
End Sem (Odd) Examination Dec-2017  
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. Industrial relations cover the following area(s) 1
    - (a) Collective bargaining
    - (b) Labour legislation
    - (c) Industrial relations training
    - (d) All of these
  - ii. Which of the following is not an approach to industrial relations? 1
    - (a) Unitary approach
    - (b) Pluralistic approach
    - (c) Marxist approach
    - (d) Employee's approach
  - iii. Parties to industrial relations are 1
    - (a) ILO, Government, Association of employers
    - (b) ILO, Government, IMF
    - (c) ILO, Board of Directors, Association of employers
    - (d) Government, Board of Directors, Association of employers
  - iv. The following is (are) included in ILO's standards with regard to industrial relations 1
    - (a) Right of association
    - (b) Right to organize and collective bargaining
    - (c) Tripartite consultants
    - (d) All of these
  - v. The Trade Unions Act came into operation from \_\_\_\_\_. 1
    - (a)1927
    - (b) 1926
    - (c)1930
    - (d) None of these
  - vi. What is the minimum number of trade union members requires in registering themselves as a union? 1
    - (a) 7
    - (b) 10
    - (c) 5
    - (d) 15

[2]

[3]

- vii. Which of the below mentioned provisions come under safety provisions? **1**  
(a) Lighting (b) Crache  
(c) Self acting machinery (d) Ventilation and Temperature
- viii. Industrial health includes **1**  
(a) Physical wellbeing (b) Emotional wellbeing  
(c) Mental wellbeing (d) All of these
- ix. How many hours in a week can an adult work as per factories act? **1**  
(a) 9 hours (b) 56 hours (c) 34 hours (d) 48 hours
- x. Welfare Officers are to be appointed if Organisation is engaging \_\_\_\_\_ or more employees. **1**  
(a) 500 (b) 250 (c) 600 (d) 750
- Q.2 i. Discuss the role of IR officer. **2**  
ii. What is the significance of IR? **3**  
iii. What is the socio-economic impact of IR in present context? **5**  
OR iv. Discuss the problems faced by public sector in managing IR. **5**
- Q.3 i. What are the types of Industrial conflicts? **2**  
ii. Explain the role of various machineries in settling Industrial dispute. **8**  
OR iii. Write a note on ILO's role in settling Industrial dispute. **8**
- Q.4 i. What is the prevalent structure of Trade union in India? **3**  
ii. Explain various forms of workers participation in management. **7**  
OR iii. Explain the various steps of collective bargaining with examples. **7**
- Q.5 i. What are the preventive measures against accident under industrial safety? **4**  
ii. Discuss the major statutory provisions to control occupational hazards. **6**  
OR iii. What are the various psychological problems faced by the workers at industry? How it is resolved? **6**

Q.6

Attempt any two:

- i. What are the major statutory labour welfare measures? **5**  
ii. What are the major voluntary labour welfare measures? **5**  
iii. Explain the responsibilities and power of welfare officer. **5**

\*\*\*\*\*

MS5EH03 Industrial Relations and Employee Welfare

**Marking Scheme**

Q.1	i.	Industrial relations cover the following area(s) (d) All of these	<b>1</b>	Q.3	i.	Types of Industrial conflicts each point of 0.5 mark (0.5 mark * 4 = 2 marks)	<b>2</b>
	ii.	Which of the following is not an approach to industrial relations? (d) Employee's approach	<b>1</b>		ii.	Role of various machineries in settling Industrial dispute. Each point of 2 marks any four methods (2 marks * 4 = 8 marks)	<b>8</b>
	iii.	Parties to industrial relations are (a) ILO, Government, Association of employers	<b>1</b>	OR	iii.	ILO's role in settling Industrial dispute Any 8 points : each point of 1 mark (1 mark * 8 = 8 marks)	<b>8</b>
	iv.	The following is (are) included in ILO's standards with regard to industrial relations (d) All of these	<b>1</b>	Q.4	i.	Structure of Trade union in India – 3 marks	<b>3</b>
	v.	The Trade Unions Act came into operation from _____. (b) 1926	<b>1</b>		ii.	Forms of workers participation in management (any four)	<b>7</b>
	vi.	What is the minimum number of trade union members requires in registering themselves as a union? (a) 7	<b>1</b>	OR	iii.	Steps of collective bargaining - 5 marks Examples – 2 marks	<b>7</b>
	vii.	Which of the below mentioned provisions come under safety provisions? (c) Self acting machinery	<b>1</b>	Q.5	i.	Preventive measures against accident under industrial safety (any four)	<b>4</b>
	viii.	Industrial health includes (d) All of these	<b>1</b>		ii.	Major statutory provisions to control occupational hazards Any 6 points : each point of 1 mark (1 mark * 6 = 6 marks)	<b>6</b>
	ix.	How many hours in a week can an adult work as per factories act? (d) 48 hours	<b>1</b>	OR	iii.	Psychological problems faced by the workers at industry (any three) – 3 marks Way to resolved the problem – 3 marks	<b>6</b>
	x.	Welfare Officers are to be appointed if Organisation is engaging _____ or more employees. (a) 500	<b>1</b>	Q.6		Attempt any two:	
Q.2	i.	Role of IR officer Any 4 points : each point of 0.5 mark (0.5 mark * 4 = 2 marks)	<b>2</b>		i.	Major statutory labour welfare measures (any five points – 5 marks)	<b>5</b>
	ii.	Significance of IR Any 3 points : each point of 1 mark (1 mark * 3 = 3 marks)	<b>3</b>		ii.	Major voluntary labour welfare measures (any five points – 5 marks)	<b>5</b>
	iii.	Socio impact of IR in present context – 2.5 marks Economic impact of IR in present context - 2.5 marks	<b>5</b>		iii.	Responsibilities and power of welfare officer (any five points – 5 marks)	<b>5</b>
OR	iv.	Problems faced by public sector in managing IR. Any 5 points : each point of 1 mark (1 mark * 5 = 5 marks)	<b>5</b>				

\*\*\*\*\*