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4 SEM TDC INRL 4 (Sp) N/O

2017

(May)

COMMERCE

(Speciality)

Course : 404

(Industrial Relations)

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

(New Course)

Full Marks : 80

Pass Marks : 24

1. Answer the following as directed :

(a) Industrial relations are always a mixture of cooperation and conflict.

(Write True or False) 1

- (b) Mention one of the problems caused by poor industrial relations. 1
- (c) Write down two grounds on which employers can lay off their employees. 2
- (d) Give two points of distinction between a grievance and a dispute. 2
- (e) Write the full form of MDP. 1
- (f) Demotion is the of promotion.
(Fill in the blank) 1

2. Write short notes on any *four* of the following : 4×4=16

- (a) 'Systems approach' to industrial relations
- (b) Arbitration
- (c) Trade unions
- (d) Workers' participation in management
- (e) Joint consultative machinery
- (f) Parties to industrial relations

3. (a) Explain the nature of industrial relations. Describe the causes of poor industrial relations. $4+10=14$

Or

- (b) What do you mean by 'Good Industrial Relations'? Discuss the conditions for good industrial relations. $4+10=14$

4. (a) Write an explanatory note on the 'Role of Constitution and Labour Policies' in industrial relations. 14

Or

- (b) Briefly outline the industrial relation policies of the Government of India in the post-globalization era. 14

5. (a) Discuss 'strikes' and 'lockouts', and explain the different forms of strike. $3+3+8=14$

Or

- (b) What is meant by 'industrial conflict'? Explain the various ways to cope with industrial conflicts. $4+10=14$

6. (a) Explain the role of collective bargaining in the maintenance of industrial peace in India.

14

Or

- (b) What do you mean by negotiation? Discuss its significance in maintaining good industrial relations.

7+7=14

(Old Course)

Full Marks : 80

Pass Marks : 32

1. Write True or False :

1×8=8

- (a) The Non-Government Organizations have a major role to play as a leading actor in Indian Industrial Relations.
- (b) Registration of trade unions is done by the employer.
- (c) Negotiations form an important aspect of the process of collective bargaining.
- (d) Arbitration is a voluntary method of resolving industrial disputes.
- (e) Every organization needs a permanent procedure for handling grievances.
- (f) There is no Act in India which even indirectly deals with the redressal of grievances.
- (g) In collective bargaining, a decision is imposed by a third party.
- (h) Dispute is the early stage of a grievance.

2. Write short notes on any *four* of the following : 4×4=16

(a) Causes of poor industrial relations

(b) Types of conflicts

(c) Lockouts

(d) Conciliation officer

(e) Labour courts

3. (a) What do you mean by industrial relations? Explain the significance of good industrial relations. 4+8=12

Or

(b) Write an explanatory note on 'industrial relations in India in post-Independence era'. 12

4. (a) "The government plays a direct role in industrial relations through legislation, rules and agreements." Discuss the statement. 11

Or

(b) Examine critically the impact of 'Constitution and Labour Policies' in maintaining industrial peace. 11

5. (a) Discuss briefly the strategies for industrial conflict resolutions. 11

Or

- (b) What do you mean by 'collective bargaining'? Explain briefly the essential conditions for successful collective bargaining. 3+8=11

6. (a) Discuss the following : $5\frac{1}{2}+5\frac{1}{2}=11$
- (i) Justified strikes
 - (ii) Unjustified strikes

Or

- (b) Explain the consequences of industrial conflicts. 11

7. (a) Briefly explain the causes of industrial disputes. 11

Or

- (b) Bring out the main features of 'negotiation'. 11