

**4 SEM TDC INRL 4 (Sp)**

**2 0 1 5**

( May )

COMMERCE

( Speciality )

Course : 404

**( Industrial Relations )**

Full Marks : 80

Pass Marks : 32

Time : 3 hours

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

1. Write True or False : 1×8=8
- (a) Dynamic industrial situation calls for change more or less continuously.
- (b) One of the major irritants to good industrial relations is the political interference in labour unions.
- (c) Theoretically speaking, there are two parties in the 'employment' relationship—Organization and Management.

- (d) Negotiations are always based on 'give and take' principle.
- (e) As far as possible grievances should be settled at the lowest level.
- (f) Dispute is the early stage of a grievance.
- (g) The Industrial Disputes Act came into operation with effect from 01.04.1947.
- (h) Postal services do not fall under public utility service.

2. (a) What do you mean by industrial relations? What measures would you suggest to improve industrial relations in a firm? 3+8=11

*Or*

(b) Give a brief account of Industrial Relations in India in post-Independence era. 11

3. (a) Discuss the need of State intervention in preserving industrial peace. 11

*Or*

(b) Give a critical evaluation of industrial relation policies of the Govt. of India in the post-globalization era.

4. (a) Explain the important types of Industrial Conflicts in India. 11

Or

- (b) What is collective bargaining? Discuss the features of collective bargaining. 3+8=11

5. (a) Critically analyse the elements of Strike and Lockout. 6+5=11

Or

- (b) Explain briefly the following : 11

- (i) Primary Strike
- (ii) Secondary Strike

6. (a) Briefly explain the ways for the prevention and settlement of industrial disputes in India. 12

Or

- (b) Write a comprehensive note on 'negotiation for Win-Win Dispute Resolution'.

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

- (a) Types of collective bargaining
- (b) Willingness to 'Give and Take'
- (c) Consequences of industrial conflicts
- (d) Lightning strike
- (e) Effective counselling
- (f) Incentives

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