

Industrial Management Sessional-1 (5th Sem)

All multiple-choice questions are compulsory, attempt any two subjective questions.

...

* Required

1. Name of Student *

Shikhar Sharma

2. Enrollment Number *

40315003118

3. Branch of the student *

IT-2

4. Which one is not the weapons of Labour? *

(1 Point)

☐ Strike

☐ Boycott

☐ Picketting

☒ Lockout

5. Which one is the forms of worker's Participation in Management *
(1 Point)

☐ Suggestion Scheme

☐ Joint Consultation

☐ Employee's Representation on the Board of Directoron

☒ All of the above

6. Which one is not the Weapons of Management? *
(1 Point)

☐ Lockout

☐ Termination of Servicesn

☒ Gherao

☐ Employer's Association

7. Which one is the Preventive Machinery for the handling of Industrial Disputes *
(1 Point)

☐ Concillation

☐ Adjudication

☐ Court of Enquiry

☒ Collective Bargaining

8. Which one is not a settlement Machinery for the handling of Industrial Disputes *
(1 Point)

- ☒ Tripertite Bodies
- ☐ Court of Enquiry
- ☐ Voluntary Arbitration
- ☐ Adjudication

9. The Employee Compensation act Introduced in which year *
(1 Point)

- ☒ July 1924
- ☐ July 1930
- ☐ July 1942
- ☐ July 1943

10. The Employee compensation act does not apply to *
(1 Point)

- ☐ Employed in administrative pr clerical capacity
- ☐ Employed in casual work
- ☐ Employed in Armed Forces
- ☐ Claiming compensation under the Employee' State Insurance Act
- ☒ all of the above

11. When the employer is not liable for the Employee compensation Act *
(1 Point)

- ☒ If the injury does not resulting for a period of three days
- ☐ If the injury does not resulting for a period of five days
- ☐ If the injury does not resulting for a period of fifteen days
- ☐ If the injury does not resulting for a period of one month

12. The Factories Act introduced in which year *
(1 Point)

- ☐ 1942
- ☐ 1946
- ☒ 1948
- ☐ 1952

13. In the Child Labour Act employment of children below which age is prohibited in notified hazardous occupations and processes *
(1 Point)

- ☐ 18 years
- ☒ 14 years
- ☐ 15 years
- ☐ 16 years

14. The International Labour Organisation operates through various organs like (i) The International Labour Conference (ii) The Governing body (iii) The International Labour Office *
(1 Point)

- ☐ (i) and (ii)
- ☐ (i) and (iii)

- ☐ (ii) and (iii)
- ☒ all of the above

15. Which are the Functions of Trade Unions? *
(1 Point)

- ☐ Militant function
- ☐ Fractional Function
- ☐ Intramural Activities
- ☐ Extramural Activities
- ☒ all of the above

16. The Beginning of the Trade Union Movement in which year *
(1 Point)

- ☐ 1870
- ☐ 1872
- ☒ 1875
- ☐ 1878

17. Which of these were not the Central Trade Union Organization *
(1 Point)

- ☐ AITUC
- ☐ INTUC
- ☐ HMS
- ☒ TUTC

18. Which one is not the Types of Trade Union *
(1 Point)

- ☐ Craft Union
- ☐ Industrial Union
- ☐ General Union
- ☒ Specific Union

19. Explain the various types of Strikes in detail.
(7.5 Points)

A strike or industrial action is an action taken caused by a dispute between Trade Union members and employers. It is a refusal to work by employees until the dispute has been resolved.

The various types of Strikes are :

1) Economic Strike:

Under this type of strike, labors stop their work to enforce their economic demands such as wages and bonus. In these kinds of strikes, workers ask for increase in wages, allowances like traveling allowance, house rent allowance, dearness allowance, bonus and other facilities such as increase in privilege leave and casual leave.

2) Sympathetic Strike:

When workers of one unit or industry go on strike in sympathy with workers of another unit or industry who are already on strike, it is called a sympathetic strike. The members of other unions involve themselves in a strike to support or express their sympathy with the members of unions who are on strike in other undertakings. The workers of sugar industry may go on strike in sympathy with their fellow workers of the textile industry who may already be on strike.

3) General Strike:

It means a strike by members of all or most of the unions in a region or an industry. It may be a strike of all the workers in a particular region of industry to force demands common to all the workers. These strikes are usually intended to create political pressure on the ruling government, rather than on any one employer. It may also be an extension of the sympathetic strike to express generalized protest by the workers.

4) Sit down Strike:

In this case, workers do not absent themselves from their place of work when they are on strike. They keep control over production facilities. But do not work. Such a strike is also known as 'pen down' or 'tool down' strike. Workers show up to their place of employment, but they refuse to work. They also refuse to leave, which makes it very difficult for employer to defy the union and take the workers' places.

5) Slow Down Strike:

Go-slow is yet another form of industrial protest in which workmen do not stop the work but deliberately slow-down the process of production in order to cause loss of production to the employer. It must be noted that there is no cessation of work at all, and in fact, workmen pretend themselves as engaged in doing their work. Indian Courts have also taken a serious view on the go-slow and refused to interfere with the punishment inflicted by the employer for this misconduct, so that the coward practice could be discouraged.

6) Hunger strike:

In this form of industrial protest, workmen resort to fasting near the workplace in order to demand the employer to redress their grievances.

7) Wild cat strikes:

These strikes are conducted by workers or employees without the authority and consent of unions. In 2004, a significant number of advocated went on wildcat strike at the City Civil Court premises in Bangalore. They were protesting some remarks allegedly made against them by an Assistant Commissioner

20. What are the key motivations to join the Trade Union for the employees?
(7.5 Points)

Enter your answer

21. Explain the Industrial Dispute Act?
(7.5 Points)

Enter your answer

22. Explain the Factory Act in detail.
(7.5 Points)

There has been rise of large scale factory/ industry in India in the later half of nineteenth century. Major Moore, Inspector-in- Chief of the Bombay Cotton Department, in his Report in 1872-73 first of all raised the question for the provision of legislation to regulate the working condition in factories; the first Factories act was enacted in 1881.

Since then the act has been amended on many occasions. The Factories Act 1934 was passed replacing all the previous legislation in regard to factories. This act was drafted in the light of the recommendations of the Royal Commission on Labor. This Act has also been amended suitably from time to time.

The experience of working of the Factories Act, 1934 had revealed a number of defects and weakness which have hampered effective administration of the Act, and the need for wholesale revision of the act to extend its protective provisions to the large number of smaller industrial establishments was felt.

Therefore, the Factories Act, 1948 consolidating and amending the law relating to labor in factories, was passed by the Constituent Assembly on August 28, 1948. The Act received the assent of Governor General of India on 23 September 1948 and came into force on April 1, 1949.

Objective of Factories Act ,1948

The main objectives of the Indian Factories Act, 1948 are to regulate the working conditions in factories, to regulate health, safety welfare, and annual leave and enact special provision in respect of young persons, women and children who work in the factories.

1. Working Hours:

According to the provision of working hours of adults, no adult worker shall be required or allowed to work in a factory for more than 48 hours in a week. There should be a weekly holiday.

2. Health:

For protecting the health of workers, the Act lays down that every factory shall be kept clean and all necessary precautions shall be taken in this regard. The factories should have proper drainage system, adequate lighting, ventilation, temperature etc.

Adequate arrangements for drinking water should be made. Sufficient latrine and urinals should be provided at convenient places. These should be easily accessible to workers and must be kept cleaned.

3. Safety:

In order to provide safety to the workers, the Act provides that the machinery should be fenced, no young person shall work at any dangerous machine, in confined spaces, there should be provision for manholes of adequate size so that in case of emergency the workers can escape.

4. Welfare:

For the welfare of the workers, the Act provides that in every factory adequate and suitable facilities for washing should be provided and maintained for the use of workers.

Facilities for storing and drying clothing, facilities for sitting, first-aid appliances, shelters, rest

facilities for storing and drying clothing, facilities for bathing, first aid appliances, shelters, rest rooms and lunch rooms, should be there.

5. Penalties:-

The provisions of The Factories Act, 1948, or any rules made under the Act, or any order given in writing under the Act is violated, it is treated as an offence. The following penalties can be imposed:-

- (a) Imprisonment for a term which may extend to one year;
- (b) Fine which may extend to one lakh rupees; or
- (c) Both fine and imprisonment.

If a worker misuses an appliance related to welfare, safety and health of workers, or in relation to discharge of his duties, he can be imposed a penalty of Rs. 500/-.

Applicability of Factories Act, 1948

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