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Enrollment No.....



Faculty of Management Studies

End Sem (Odd) Examination Dec-2019

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. Which of these approaches of IR is based on social action? **1**
(a) Pluralist approach (b) Sociological
(c) Dunlop's (d) None of these
- ii. Which of these factors affecting IR relates to type of ownership? **1**
(a) Institutional factors (b) Economic factors
(c) Social factors (d) Technological factors.
- iii. Which of these is an economic cause of industrial conflict? **1**
(a) Allowances and bonus (b) Working condition
(c) Political Cause (d) Indiscipline workers
- iv. Which of these machinery for settling industrial disputes involves third party? **1**
(a) Mediation (b) Arbitration
(c) Adjudication (d) All of these
- v. Structure of trade union include **1**
(a) Union members (b) Union Representative
(c) District officers (d) All of these.
- vi. Which of these is a reason to join trade union? **1**
(a) Job Security (b) Negation
(c) Collective bargaining (d) All of these
- vii. Industrial health includes **1**
(a) Physical wellbeing (b) Emotional wellbeing
(c) Mental wellbeing (d) All of these

- viii. Health education program in industry is a provision for maintaining: **1**
(a) Physical health (b) Mental health
(c) Absenteeism (d) None of these
- ix. The main agency in labour welfare include **1**
(a) Central Government (b) State Government
(c) Employer (d) All of these
- x. Employees welfare services includes **1**
(a) Economic services (b) Recreational services
(c) Facilitative services (d) All of these.

- Q.2 i. What is meant by industrial Relation? **3**
ii. Explain the various factors affecting industrial relations. **7**
OR iii. Elaborate the various approaches of IR. **7**
- Q.3 i. State the types of industrial conflicts. **4**
ii. Explain Briefly the causes of industrial conflict. **6**
OR iii. Explain the machinery for settling industrial disputes. **6**
- Q.4 i. State the objectives of trade union. **4**
ii. Explain the problems of trade unions **6**
OR iii. Explain the objectives and types of workers participation in management. **6**
- Q.5 i. Mention the causes of industrial accidents. **4**
ii. Explain briefly the importance of safety provisions and industrial health and hygiene. **6**
OR iii. State the occupational hazards and psychological problems of workers in industry. **6**
- Q.6 i. State the concept and objectives of labour welfare. **4**
ii. Explain the various approaches of labour welfare. **6**
OR iii. Explain briefly the grievance procedure in industry. **6**

P.T.O.

Marking Scheme

MS5EH03 Industrial Relations and Employee Welfare

Q.1	i.	Which of these approaches of IR is based on social action? (b) Sociological	1
	ii.	Which of these factors affecting IR relates to type of ownership? (b) Economic factors	1
	iii.	Which of these is an economic cause of industrial conflict?	1
	iv.	Which of these machinery for settling industrial disputes involves third party? (d) All of these	1
	v.	Structure of trade union include (d) All of these.	1
	vi.	Which of these is a reason to join trade union? (d) All of these	1
	vii.	Industrial health includes (d) All of these	1
	viii.	Health education program in industry is a provision for maintaining: (a) Physical health	1
	ix.	The main agency in labour welfare include (d) All of these	1
	x.	Employees welfare services includes (d) All of these.	1
Q.2	i.	Define industrial Relation (According to description)	3 marks
	ii.	Factors affecting industrial relations.	(1 mark*7) 7
OR	iii.	The various approaches of IR.	(1 mark*7) 7
Q.3	i.	Types of industrial conflicts.	(1 mark*4) 4
	ii.	Causes of industrial conflict.	(1 mark*6) 6
OR	iii.	The machinery for settling industrial disputes.	(1 mark*6) 6
Q.4	i.	Objectives of trade union.	(1 mark*4) 4

	ii.	The problems of trade unions	(1 mark*6) 6
OR	iii.	Objectives Types of workers	2 marks 4 marks 6
Q.5	i.	Causes of industrial accidents.	(1 mark*4) 4
	ii.	Importance of safety provisions and industrial health and hygiene.	(1 mark*6) 6
OR	iii.	Occupational hazards Psychological problems	3 marks 3 marks 6
Q.6	i.	Concept of labour welfare Objectives of labour welfare.	1 mark 3 marks 4
	ii.	Various approaches of labour welfare.	(1 mark*6) 6
OR	iii.	Grievance procedure in industry. 4-Steps Explanation	(1 mark*4) 2 marks 6
