

- Q.25 Narrate the essential conditions for sound industrial relations.
- Q.26 Identify the causes of industrial disputes.
- Q.27 Describe the forms of industrial dispute.
- Q.28 What is the role of conciliation in preventing and resolving industrial disputes?
- Q.29 Define trade union and its primary objective.
- Q.30 Name the functions performed by trade unions.
- Q.31 What are some common problems faced by trade unions?
- Q.32 Briefly explain the concept of workers' participation in management.
- Q.33 Enumerate the forms of participation in management.
- Q.34 What is the effectiveness of workers' participation in management?
- Q.35 Outline the features of collective bargaining.

#### **SECTION-D**

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 Explain the significance of grievance redressal procedures in maintaining harmonious industrial relations. Describe the essential pre-requisites of an effective grievance procedure.
- Q.37 Discuss the concept of workers' education and its importance in industrial relations. Explain how workers' education programs contribute to enhancing employee skills, promoting cooperation, and minimizing industrial conflicts within an organization.
- Q.38 Analyse the role of government policies in shaping industrial relation in India. Discuss the key legislative frameworks and regulations established by the government to regulate labour-management relations and ensure fair treatment of workers.

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**5th Sem. / DBM, DBM (IPM)  
Subject:- Industrial Relations**

Time : 3Hrs. M.M. : 100

#### **SECTION-A**

**Note:** Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 What is the significance of industrial relations?  
 a) Maintaining harmony between employers and employees  
 b) Maximizing profits for the company  
 c) Minimizing government intervention  
 d) Enhancing competition in the market
- Q.2 Which of the following is NOT an objective of industrial relations?  
 a) Promoting industrial democracy  
 b) Ensuring fair wages and benefits  
 c) Maximizing shareholders wealth  
 d) Providing job security
- Q.3 What factors influence industrial relations the most?  
 a) Government policies only  
 b) Economic conditions, social factors and government policies  
 c) Technological advancements only  
 d) Employee skills and expertise only
- Q.4 What is a common form of industrial dispute?  
 a) Negotiation      b) Grievance  
 c) Collective bargaining      d) Strike
- Q.5 Which of the following is a mechanism for preventing and setting industrial disputes?  
 a) Trade unions  
 b) Workers' participation in management

- Q.6 c) Collective bargaining  
d) Conciliation and arbitration
- What is the objective of trade unions?
- Maximizing profits for employers
  - Protecting workers' interests and rights
  - Exploiting labour for personal gains
  - Minimizing job opportunities
- Q.7 Which form of workers' participation in management involves employees having a say in decision making process?
- Consultative participation
  - Representative participation
  - Financial participation
  - Direct participation
- Q.8 What is collective bargaining?
- Conflict resolution between management and employees
  - Individual negotiation between an employer and employee
  - Decision-making by management without employee input
  - Government intervention in labour disputes
- Q.9 What is the primary purpose of a grievance procedure?
- Punishing employees for misconduct
  - Reducing productivity
  - Resolving employee complaints fairly
  - Ignoring employee concerns
- Q.10 What is the significance of workers' education in maintaining discipline?
- It leads to increased absenteeism
  - It improves employee morale and understanding of company policies
  - It decreases productivity
  - It promotes conflict within the workplace

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## SECTION-B

**Note:** Objective type questions. All questions are compulsory.  
(10x1=10)

- Q.11 Industrial relations primarily focus on maintaining harmony between employers and employees. True/False
- Q.12 Worker's participation in management aims to maximize employee involvement in decision-making processes. True/False
- Q.13 Collective bargaining involves negotiation between an employer and individual employees. True/False
- Q.14 Grievance redressal procedures are implemented to penalize employees for raising concerns. True/False
- Q.15 Trade unions in India play a significant role in advocating for workers' rights and interests. True/False
- Q.16 Industrial conflicts can only be resolved through strikes and lockouts. True/False
- Q.17 Discipline policies within organizations aim to discourage employee adherence to company rules and regulations. True/False
- Q.18 Employee grievances can negatively impact productivity and morale within an organization. True/False
- Q.19 Workers' education programs are designed to promote conflict within the workplace. True/False
- Q.20 Government policies have no influence on industrial relations within an organization. True/False

## SECTION-C

**Note:** Short answer type questions. Attempt any twelve questions out of fifteen questions. (12x5=60)

- Q.21 What do you understand by industrial relation? Explain.
- Q.22 What is the significance of maintaining sound industrial relations within an organization?
- Q.23 List the objectives of industrial relations.
- Q.24 Provide the factors influencing industrial relations.

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