

- Q.24 What are different types of collective bargaining.
 Q.25 Describe the process of grievance redressal within an organization.
 Q.26 What is the role of discipline policies and procedures in industrial relations?
 Q.27 Discuss the term "Shop Steward" in the context of trade unions.
 Q.28 What are the features of workers participation in management?
 Q.29 Explain the concept of worker empowerment in industrial relations.
 Q.30 Name the common forms of worker participation in decision making.
 Q.31 Discuss the significance of employee grievances in industrial relations.
 Q.32 What are the objectives of worker's education programs?
 Q.33 Describe the issue of show-cause notice in disciplinary proceedings.
 Q.34 Explain the significance of worker's participation in management in fostering a sense of ownership among employees.
 Q.35 What are the main objectives of trade unions in India?

Section-D

Note: Long answer questions. Attempt any two question out of three Questions. (2x10=20)

- Q.36 Compare and contrast the various forms of industrial conflict resolution mechanisms, including negotiation, mediation, arbitration and litigation. Discuss their advantages, disadvantages.
 Q.37 Analyse the impact of globalization on industrial relations, considering factors such as outsourcing, offshoring and multinational corporations. Discuss how globalization has influenced labour standards.
 Q.38 Evaluate the effectiveness of government policies and legislation in promoting fair labour practices and maintaining industrial harmony in India.

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**5th Sem., Branch : DBM, DBM (IBM)
 Subject : Industrial Relations**

Time : 3 Hrs. M.M. : 100

SECTION-A

Note: Multiple type Questions. All Questions are compulsory. (10x1=10)

- Q.1 Which of the following is NOT a type of collective bargaining?
 a) Adversarial bargaining
 b) Integrative bargaining
 c) Distributive bargaining
 d) Concessionary bargaining
 Q.2 What is the primary purpose of workers' participation in management?
 a) To increase management control over employees
 b) To ensure strict adherence to company policies
 c) To enhance employee moral and productivity
 d) To minimize employee involvement in decision making processes
 Q.3 What is the role of a shop steward in a trade union?
 a) Representing management interests
 b) Representing the interests of employees in a particular department or area
 c) Acting as a mediator in labour disputes
 d) Implementing government policies within the organization.
 Q.4 Which of the following is NOT a form of industrial conflict resolution?
 a) Litigation b) Mediation
 c) Arbitration d) Negotiation

- Q.5 What is the primary objective of a discipline policy within an organization?
- To punish employees for any deviation from company rules
 - To maintain order and efficiency within the workplace
 - To discourage employee involvement in trade unions
 - To minimize employee benefits and privileges
- Q.6 Which factor does NOT influence industrial relations?
- Technological advancements
 - Social factors
 - Government policies
 - Employee job titles
- Q.7 What is the purpose of collective bargaining in India?
- To promote conflict between employers and employees
 - To maintain the status quo within organizations
 - To negotiate terms and conditions of employment
 - To eliminate trade unions
- Q.8 What is the significance of a grievance redressal procedure?
- To ignore employee complaints
 - To promote transparency and fairness in addressing employee grievances
 - To penalize employees for raising concerns
 - To discourage employee involvement in trade unions
- Q.9 Which form of workers participation in management involves employees owning shares in the company?
- Consultative participation
 - Representative participation
 - Financial participation
 - Direct participation
- Q.10 What is the main objective of worker's education programs?
- To decrease employee morale
 - To enhance employee skills for better job opportunities
 - To reduce productivity
 - To promote conflict within the workplace

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Section-B

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

- Q.11 Industrial conflict can arise due to disputes over wages, working conditions, and managerial policies.(True/False)
- Q.12 Grievance redressal procedures aim to resolve employee complaints and issues in a fair and timely manner. (True/False)
- Q.13 Workers participation in management leads to increase employee moral and commitment to organizational goals. (True/False)
- Q.14 Collective bargaining typically involves negotiations between management and individual employees rather than trade unions. (True/False)
- Q.15 Discipline policies within organizations are primarily focused on punishing employees rather than guiding behaviour and maintaining order. (True/False)
- Q.16 Trade unions in India have no legal recognition and cannot participate in collective bargaining. (True/False)
- Q.17 Effective communication is essential for maintaining sound industrial relations within an organization. (True/False)
- Q.18 Workers's education programs aim to enhance employees' understanding of their rights and responsibilities within the workplace. (True/False)
- Q.19 Industrial disputes can be prevented through proactive measures such as effective grievance handling and employee engagement initiatives. (True/False)
- Q.20 Government policies play a significant role in shaping industrial relations by establishing legal frameworks and regulations. (True/False)

Section-C

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

- Q.21 Write a detail note on industrial conflict.
- Q.22 Explain the concept of collective bargaining.
- Q.23 What are the main objectives of collective bargaining?

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