

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

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- 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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