

- Q.26 Mention the problems faced by Indian trade union?
- Q.27 How do you manage employee grievances and discipline?
- Q.28 Describe the main features of Collective bargaining.
- Q.29 Describe the Objectives of Workers Participation in Management.
- Q.30 Write down the methods of dispute resolution mechanism?
- Q.31 What is a direct form of employee participation?
- Q.32 How do you issue a show cause notice to employees?
- Q.33 Explain the effectiveness of workers participation?
- Q.34 What is an industrial dispute explain various forms of industrial dispute?
- Q.35 Why trade unions failed in India?

#### SECTION-D

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

- Q.36 What are industrial relations and its importance?
- Q.37 What are the objectives and weakness of trade unions?
- Q.38 Write a short note on :
- Causes of Industrial Disputes
  - Collective bargaining

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**5th Sem / Branch : DBM DBM (IPM)**

**Sub.: Industrial Relations**

Time : 3Hrs.

M.M. : 100

#### SECTION-A

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

- Q.1 Under unitary approach, industrial relation is grounded in
- Mutual co-operation
  - Individual treatment
  - Team work and shared goals
  - All of the above
- Q.2 In case of retrenchment, worker is entitled to \_\_\_\_\_ month notice or notice pay in lieu of notice.
- One
  - Two
  - Three
  - Four
- Q.3 \_\_\_\_\_ focuses on teaching various socially desirable values such as self-reliance, helpfulness, cooperativeness, teamwork, determination, tolerance, etc. among people to ensure effective working.
- Work education
  - Production
  - Finance
  - Marketing
- Q.4 Which of the following department has major interest in harmonious industrial relations
- HR
  - Production
  - Finance
  - Marketing

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- Q.5 Which of the following is not a characteristic of Trade Union?
- Is an association of employers or the employees or of the independent workers?
  - Is relatively a permanent combination but not temporary or casual
  - Is an association of workers who are engaged is not securing economic benefits for their members?
  - Is influenced by a member of ideologies.
- Q.6 First come last go and last come first go is the principle of
- Lay off
  - Closure
  - Retrenchment
  - Dismissal
- Q.7 Grievance Handling Machinery is given in
- Industrial Disputes Act
  - Factories Act
  - Both A & B
  - None of the above
- Q.8 The minimum subscription rate for members of trade unions of rural workers shall not be less than
- Rs. 12 per annum
  - Rs. 3 per annum
  - Rs. 1 per annum
  - No such provision
- Q.9 \_\_\_\_\_ is the multi disciplinary academic field that studies the employment relationship
- Industrial relations
  - Trade union
  - Collective bargaining
  - None
- Q.10 A trade Union should be registered as per the law must have
- 20% of the workers
  - 150 workmen
  - Minimum 17 persons
  - None of the above

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## SECTION-B

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

- Q.11 Give one form of workers participation in management.
- Q.12 The trade Union Act came into operation from \_\_\_\_\_
- Q.13 Which act is industrial Relations defines the term trade union?
- Q.14 Name two forms of grievance.
- Q.15 Industrial disputes act can be described as the milestone in the historical development of industrial law in India. (True/False)
- Q.16 Who is the first leader of trade union?
- Q.17 \_\_\_\_\_ is a concern, problem or complaint that an employee has about their work, the workplace. or someone they work with - this includes management.
- Q.18 The objectives of workers education Scheme in India is \_\_\_\_\_.
- Q.19 A \_\_\_\_\_ is a sign of employee's discontent with job and its nature.
- Q.20 Name two methods of collective bargaining.

## SECTION-C

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

- Q.21 Explain the main characteristics of worker participation in management?
- Q.22 Mention the type of industrial conflict in India?
- Q.23 Explain the Causes of Industrial Disputes?
- Q.24 What are the objectives of IR?
- Q.25 What is the grievance procedure for employees?

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