



WEST BENGAL STATE UNIVERSITY

BBA Honours 6th Semester Examination, 2021

BBAADSE11T-BBA (DSE3/4)

MANAGEMENT OF INDUSTRIAL RELATIONS

Time Allotted: 2 Hours

Full Marks: 50

*The figures in the margin indicate marks of question.
Candidates should answer in their own words and adhere to the word limit as practicable.*

GROUP-A

1. Answer any **five** questions from the following: 2×5 = 10
- (a) What is Industrial Relation?
 - (b) Define Collective Bargaining.
 - (c) Give the idea of Quality Circle.
 - (d) What do you mean by Negotiation?
 - (e) Define Adjudication.
 - (f) Mention two benefits of Workers Participation in Management.
 - (g) Mention two causes of Industrial Dispute.
 - (h) What is meant by Inter Union Rivalries?
 - (i) Define Conciliation.
 - (j) What do you mean by Industrial Dispute?
 - (k) Define Arbitration.
 - (l) What do you mean by Trade Union?
 - (m) What do you mean by Contractual Labour?
 - (n) Define Multiple Unionism.
 - (o) What is ILO?
 - (p) What is the full form of CIRM?

GROUP-B

2. Answer any **four** questions from the following: 5×4 = 20
- (a) Discuss the importance of Industrial Relations.
 - (b) How are trade unions managed in India?

- (c) Distinguish between Employee Empowerment and Workers' Participation in Management.
- (d) Mention the limitations of collective bargaining.
- (e) Briefly mention the role of CIRM in maintaining good IR.
- (f) Distinguish between Industrial Relations and Human Relations.
- (g) Explain the important functions of trade union.
- (h) Briefly discuss the different types of bargaining.
- (i) Discuss the importance of wage negotiations.
- (j) Mention the main causes for formation of managerial unions in India.
- (k) Explain the benefits of a quality circle.
- (l) Distinguish between Compulsory arbitration and voluntary arbitration.

GROUP-C

3. Answer any *two* questions from the following: 10×2 = 20

- (a) Explain the importance of Collective Bargaining.
- (b) What is Workers' Participation in management? Explain the objectives of Workers' Participation in Management.
- (c) Discuss the changing dimensions of Industrial Relations in India.
- (d) Explain the benefits of collective bargaining as a mechanism of settling industrial dispute.
- (e) Explain the major recommendations of First National Commission on Labour (1969).
- (f) Discuss the role of ILO in framing various labour legislations in India and abroad.
- (g) Discuss about the methods of settling Industrial Disputes.
- (h) Explain the different models of Industrial Relations.

N.B. : *Students have to complete submission of their Answer Scripts through E-mail / Whatsapp to their own respective colleges on the same day / date of examination within 1 hour after end of exam. University / College authorities will not be held responsible for wrong submission (at in proper address). Students are strongly advised not to submit multiple copies of the same answer script.*

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