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17/12/2021

M.B.A. 3<sup>rd</sup> Semester End-Term Examination

Business Administration

INDUSTRIAL RELATIONS AND LABOUR LAWS

(New Regulation and New Syllabus)

Full Marks – 70

Time – Three hours

The figures in the margin indicate full marks for the questions.

Answer Question No.1 and any *four* from the following.

1. Answer the following : (10 × 1 = 10)
- \_\_\_\_\_ Unions are those which gain power through political action.
  - Bipartite consultative machinery comprises of two important constituents viz the \_\_\_\_\_ and \_\_\_\_\_.
  - The three tier system of adjudication are \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_.
  - \_\_\_\_\_ and \_\_\_\_\_ are two important constituents of tripartite bodies.
  - What is meant by “Industrial relation”?
  - A works committee can be formed by any enterprise employing -----or more workers.
  - Name any two employees association of India.
  - \_\_\_\_\_ is a means of securing an award on a conflict issue by reference to a third party.
  - \_\_\_\_\_ factors affecting industrial relation includes social group, creed, social values, social status etc.
  - No worker shall be allowed to work for more than \_\_\_\_\_ hrs in a week.

[Turn over

2. (a) What is Collective Bargaining? Discuss the process of Collective Bargaining. (8)
- (b) Discuss the main features of Collective Bargaining. (7)
3. (a) Discuss the causes of Industrial conflict. (8)
- (b) Enumerate the classification of Union based on the membership structure. (7)
4. (a) Discuss the Socio- Ethical Approach to Industrial Relation. (8)
- (b) Why is leadership issue considered as a problem of the Trade union? (7)
5. (a) "Workers Participation in Management (WPM) in India is a failure". Discuss the reasons. (7)
- (b) What are the conditions necessary for successful participation? (8)
6. (a) Enlist briefly the functions of Trade Unions in India. (5)
- (b) Enumerate briefly the Health Provisions incorporated under the Factories Act, 1948. (10)
7. Write short notes on (any three): (3 × 5 = 15)
- (a) Arbitration
- (b) Craft Union
- (c) Reformist Union
- (d) Court of Inquiry
- (e) Provisions related to Employment of Women under the Factories Act, 1948.

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