

**MASTER OF COMMERCE  
FOURTH SEMESTER  
INDUSTRIAL RELATIONS  
MCM-404 B**

(Use separate answer scripts for Objective & Descriptive)

Duration: 3 hrs.

Full Marks: 70

**[ PART-A : Objective ]**

Time: 20 min.

Marks: 20

*Choose the correct answer from the following:*

1x20=20

1. Good industrial relations refer to:
  - a. Absence of industrial dispute.
  - b. Greater use of collective bargaining.
  - c. Friendly attitude of employer and trade unions.
  - d. All of the above.
2. Joint Consultative Board (JCB) of industry and labour was set up in 1951 with the initiative of:
  - a. V V Giri
  - b. G L Nanda
  - c. Morarji Desai
  - d. Jagjivan Ram
3. Which of the following is not included under the concept of industrial relations?
  - a. Employer-union relations
  - b. Employer-state relations
  - c. Employer-customer relations
  - d. Employer-union state relations
4. Which of the following cannot be called as a body in the field of industrial relations?
  - a. Joint Management Council
  - b. Works Committee
  - c. Shop Level Council
  - d. Canteen Committee
5. Match the following:

List-I	List-II
A. Trusteeship theory	i. Elton Mayo
B. Revolutionary theory	ii. Labour welfare
C. Placating theory	iii. Karl Marx
D. Human relations theory	iv. Gandhi
a. A B C D- iv iii ii i	b. A B C D- iv ii iii i
c. A B C D- iii ii i iv	d. A B C D- iii i ii iv
6. The theory of industrial capitalism/dialectical materialism was developed by:
  - a. John Thomas Dunlop
  - b. Mahatma Gandhi
  - c. C P Thakur
  - d. Karl Marx
7. First time the May Day was celebrated in India in:
  - a. 1923
  - b. 1927
  - c. 1935
  - d. 1947
8. The provisions regarding equal pay for equal work to men and women are provided under which of the following?
  - a. Fundamental rights
  - b. Directive principles of state policy
  - c. Preamble
  - d. All of the above

9. There is only one source of authority ----- management. They own and therefore they control is the argument of:

- a. Pluralists
- b. Radicalists
- c. Trusteeships
- d. Unitarists

10. Which of the following is not machinery for settlement of industrial disputes in India?

- a. Indian Labour Conference and Standing Labour Committee.
- b. Conciliation Officers.
- c. Labour Court.
- d. National Tribunal.

11. Which one of the following methods is regarded as the most ideal for settlement of industrial dispute?

- a. Adjudication
- b. Mediation
- c. Collective bargaining
- d. Voluntary arbitration

12. Grievance is:

- a. A feeling of dissatisfaction.
- b. A dispute raised by a trade union.
- c. Refusal of the management of a demand.
- d. An act of indiscipline.

13. Which one of the following is called the World Parliament of Labour?

- a. Governing body of ILO
- b. ILC
- c. United Nations
- d. UNICEF

14. Which of the following is not a type of trade union?

- a. Craft union
- b. Stable union
- c. Industrial union
- d. Company union

15. Recognition of trade union is made by the provision of:

- a. Trade Unions Act, 1926
- b. Industrial Disputes Act, 1947
- c. Code of Discipline
- d. Factories Act, 1948

16. The founder of Ahmadabad Textile Labour Association was:

- a. V V Giri
- b. M K Gandhi
- c. B P Wadia
- d. N M Lokhande

17. The oldest trade union in the country is:

- a. INTUC
- b. AITUC
- c. CITU
- d. HMS

18. Which of the following is not regarded as Trade Union weapon?

- a. Strike
- b. Check-off
- c. Picketing
- d. Boycott

19. Welfare is considered as:

- a. Social concept
- b. Relative concept
- c. HRM concept
- d. All of the above

20. Which of the following cannot be said as extra mural welfare activity?

- a. Hospital
- b. Transport facility
- c. Sports
- d. Canteen and first aid boxes

( **PART-B: Descriptive** )

Time: 2 hrs. 40 min.

Marks: 50

[ Answer question no.1 & any four (4) from the rest ]

1. "Is politicalisation of trade unionism necessary in India?" In this context, give your argument for and against politicalisation of trade unions. 10
2. What do you mean by trade union movement? What are the objectives of trade unions of India? Discuss upon the problems of trade unions in India. 2+3+5=10
3. What is the concept of dispute settlement machinery? Describe the ideal way or method of settlement of industrial dispute. Briefly discuss upon the various machinery available under adjudication. 2+3+5=10
4. What is a grievance procedure? Discuss briefly the grievance procedure as a tool for employee to control over management. 2+8=10
5. What are the effects of poor industrial relation? Describe the various remedies for bringing and maintaining peaceful and harmonious industrial relation. 2+8=10
6. Why is it necessary to provide labour welfare? What are the various provisions of labour welfare under The Factories Act, 1948? Briefly discuss. 2+8=10
7. Distinguish between (any two): 5+5=10
  - (a) Intra mural and extra mural activities of trade union.
  - (b) Conciliation and mediation.
  - (c) Lay off and retrenchment.
8. Write short notes on (any two): 5+5=10
  - (a) ILO and labour protection.
  - (b) Suspension and dismissal.
  - (c) Compensation for lay off.

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