

BACHELOR OF BUSINESS ADMINISTRATION
Fifth Semester
INDUSTRIAL RELATIONS
(BBA - 22)

Duration: 3Hrs.

Full Marks: 70

Part-A (Objective) =20
Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Answer any *five* of the following questions:

1. What is Trade Union? Mention some objectives of Trade union. Explain the functions of Trade Union. (2+3+5=10)
2. What do you mean by Workers Participation in Management? Explain the different forms of Workers participation in management. (2+8=10)
3. Define Industrial Dispute. What are the different types of Industrial Disputes seen in organisation generally? Explain. What is Collective bargaining? (2+6+2=10)
4. Mention the concept of Industrial Relations. Discuss the different functions of Industrial Relations. (2+8=10)
5. Explain the Conciliation, Arbitration and Adjudication procedure for settlement of dispute. (10)
6. Define workers' welfare. What are the different types of welfare schemes present in organisation? Explain. Write a short not on ILO. (1+4+5=10)
7. What is Bipartite and Tripartite? Why workers education is important in the field of Industrial Relations? Explain the Psychological and Sociological approach of Industrial Relations. (2+4+4=10)
8. What is Employers Organisation? Discuss the different problems of Trade Union. (2+8=10)

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Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Choose the correct answer:

1×20=20

1. Which of the following is not a major actor of Industrial Relations?
 - a. Workers
 - b. Trade Union
 - c. Employers
 - d. Government
2. 'Collective Bargaining and Joint Negotiation' is the main philosophy of which of the following approach of Industrial Relations?
 - a. Psychological approach
 - b. Gandhian Approach
 - c. Giri Approach
 - d. None of the above
3. In which of the following system, social and labour issues are discussed between trade unions and management?
 - a. Bipartism
 - b. Collective Bargaining
 - c. Tripartism
 - d. All of the above
4. Which of the following is not within the scope of 'Adjudication'?
 - a. Labour court
 - b. Industrial Tribunal
 - c. Conciliation
 - d. National Tribunal
5. Which of the following is not relevant for settlement of dispute according to the Industrial Dispute Act, 1947?
 - a. Collective bargaining
 - b. Voluntary arbitration
 - c. Compulsory adjudication
 - d. Reference to civil court
6. Which of the following is correct in case of 'Lock out'?
 - a. It is an antithesis of strike.
 - b. It is the refusal to employ any person in employment.
 - c. It is the temporary closing of a place of employment by employer.
 - d. It is illegal strike.
7. The outside third party who is brought into settle a dispute and he or she has the authority to make a decision is called _____.
 - a. An Arbitrator
 - b. Union
 - c. Government
 - d. Legal expert

8. The minimum required membership for registration of a trade union according to the Trade Union Act, 1926 is _____.
- Not less than 7 members
 - Not less than 100 members
 - Not less than 10% of the total workers
 - None of the above
9. Trade union means any combination formed primarily for the purpose of regulating the relations between _____.
- Workmen and employers.
 - Workmen and workmen.
 - Workmen and employers, workmen and workmen, employers and employers temporary or permanent.
 - Workmen and employers.
10. The main objective of worker's participation in management is _____.
- To develop the society.
 - To respond to the members demand.
 - To promote the concept of workers' involvement in management decision.
 - All of the above.
11. Which of the following is correct with Collective Bargaining?
- It is one party process
 - It is two party process
 - It is multi party process
 - None of the above
12. Match the following:
- | | |
|-----------------|----------------|
| A. Strike | i. Employer |
| B. Lock out | ii. Arbitrator |
| C. Adjudication | iii. Employee |
| D. Arbitration | iv. Courts |
- A-i, B-ii, C-iii, D-iv
 - A-iii, B-iv, C-i, D-ii
 - A-ii, B-iii, C-iv, D-i
 - A-iii, B-i, C-iv, D-ii
13. Welfare programmes undertaken outside the organisation are called _____.
- Statutory welfare programme
 - Extra-mural welfare programme
 - Intra-mural welfare programme
 - None of the above
14. Which of the following is not included under intra-mural labour welfare facilities?
- Latrines and urinals
 - Crèches
 - Washing facilities
 - Housing facilities
15. Which of the following cannot be said to be an extra-mural welfare facility?
- Sports
 - Transport facility
 - Hospital
 - Canteen and first aid boxes
16. Which of the following statement about I.L.O is not correct?
- It passes only recommendation
 - It was established in 1919
 - It is tripartite body
 - Its conventions are mandatory

17. In which of the following year ILO was formed?

- a. 1951 b. 1926 c. 1947 d. 1919

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

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

19. Good industrial relations refer to _____.

- a. Absence of industrial disputes c. Greater use of collective bargaining
b. Friendly attitude of employer and TU d. All of the above

20. According to which of the following approach differences in individual perception is the main factor for unhealthy industrial relation?

- a. Psychological approach c. Gandhian approach
b. Giri Approach d. None of the above
