

B. COM
Third Semester (Repeat)
INDUSTRIAL RELATIONS & LABOUR LAWS
(BCM – 15 B)

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 four from Question no. 2 to 8
Question no. 1 is compulsory.

1. Discuss any five provisions relating to health under the Factories Act, 1948. (10)
2. What do you mean by Industrial Relations? What are the objectives of industrial relation system? Mention the various scopes of industrial relations. (2+3+5=10)
3. Name the parties involved in the industrial relation system. What should be the role of government in the maintenance of harmonious industrial relations? Mention the importance of peaceful industrial relations. (2+3+5=10)
4. What is workers' education? Write a note on importance of workers' education. (2+8=10)
5. What do you mean by employees health and safety? State briefly the various provisions of Factories Act, 1948 with regard to employees' health and safety. (2+8=10)
6. Why do workers join trade unions? Mention the various functions of trade unions. (2+8=10)
7. What is compensation? Briefly discuss the various objectives and scope of Workmen's Compensation Act, 1923. (2+8=10)

8. Write short notes on:

(5+5=10)

(a) Lay-off

(b) Industrial democracy

B. COM
Third Semester (Repeat)
INDUSTRIAL RELATIONS & LABOUR LAWS
(BCM – 15 B)

Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Answer as directed:

1×20=20

1. Payments of Bonus Act have been made applicable to every factory and every other establishment in which number of persons employed are.....or more persons.
2. The utility of non-violence as the means of conflict resolution is the core principle of theapproach.
3.approach is the authority that rests solely with the management with no right to anyone to challenge it.
4. In case of retrenchment, worker is entitled to..... months notice or notice pay in lieu of notice
5. Wage represents.....rates of pay.
6. Trade Union can enter into a contract is not correct in connection with a registered trade union. (True / False)
7. Dispute in terms of employment is not a 'trade dispute' as per Trade Union Act. (True / False)
8. The Contract Labour Act does not apply where there are twenty or more workmen employed on any day of the preceding twelve months. (True / False)
9. Collective wisdom is the only objective of trade unions. (True / False)
10. The major actor/actors in an industrial relations system is/are employers, employees and the government. (True / False)

11. Definition of 'factory' includes the following:

- (a) Railway workshop
- (b) Electricity dept of municipality
- (c) Saw mill
- (d) All of the above

12. Which of the following is a manufacturing process?

- (a) Process of making salt from sea water
- (b) Mere work of packing
- (c) Process of drying potatoes
- (d) Dry cleaning business

13. As per Industrial Dispute Act, the dispute should be connected with:

- (a) The employment or non-employment
- (b) The terms of employment
- (c) The conditions of labour of each person
- (d) All of the above

14. The International Labour Organisation (ILO) was formed on:

- (a) October 30, 1920
- (b) November 30, 1920
- (c) October 20, 1922
- (d) 160/day

15. Which of the following amounts to retrenchment?

- (a) Voluntary retirement.
- (b) Ill health.
- (c) Discharge of a workman on the ground of his failure to pass confirmation test.
- (d) None of the above.

16. Which of the following must exit before an employer can be held liable to pay compensation to workmen?

- (a) Some personal injury must have been caused.
- (b) The accident must have arisen out of and in the course of employment.
- (c) Such an injury must have been caused by an accident.
- (d) All the above.

17. Which of the term does not fall under the term 'wages'?

- (a) Any remuneration payable under any award.
- (b) Any sum payable under any scheme under any law.
- (c) Any remuneration payable for overtime.
- (d) Travelling allowance.

18. Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalized society?

- (a) Marxist approach
- (b) Human relations approach
- (c) Gandhian approach
- (d) Giri approach

19. Industrial relations cover the following areas:

- (a) Collective bargaining
- (b) Labour legislation
- (c) Industrial relations training
- (d) All of the above

20. "Organizations are made up of people and the success of management lies in its dealings with these people." This is the fundamental of the

- (a) Marxist approach
- (b) Human relations approach
- (c) Gandhian approach
- (d) Giri approach
