

**BACHELOR OF BUSINESS ADMINISTRATION  
SIXTH SEMESTER  
INDUSTRIAL RELATIONS  
BBA-605B**

Duration : 3 hrs.

Full Marks: 70

Time : 20 min.

( PART-A: Objective )

Marks : 20

Choose the correct answer from the following:

1X20=20

1. Which of the following is a characteristic of Indian Labour?
  - a. Indian labours are skill oriented
  - b. Indian labours are migratory in nature
  - c. Indian labours are lethargic in nature
  - d. None of the above
2. Which of the following is not a party of Industrial Relation system?
  - a. WTO
  - b. Employee
  - c. Government
  - d. All of the above
3. Which of the following is the outcome of good Industrial Relation in organisation?
  - a. Improve morale of employees
  - b. Interpersonal relationship decreases among employees
  - c. Absenteeism increases among employees
  - d. None of the above.
4. Which of the following is counterpart of "Strike"?
  - a. Gherao
  - b. Boycott
  - c. Picketing
  - d. Lock out
5. Which of the following factor is having contribution on arising Industrial dispute in organisation?
  - a. Group cohesiveness
  - b. Working condition
  - c. Group dynamics
  - d. All of the above
6. Which of the following is not a tool of industrial dispute in the hands of workers in organisation?
  - a. Strike
  - b. Boycott
  - c. Workers participation in management
  - d. Picketing
7. In which of the following Bargaining style both the bargaining parties are in win-win situation?
  - a. Productivity Bargaining
  - b. Integrative Bargaining
  - c. Distributive Bargaining
  - d. None of the above
8. In which year the ILO was established?
  - a. 1919
  - b. 1920
  - c. 1991
  - d. None of the above

9. In which of the following level it is ensured that workers can participate in decision making process of management in highest degree?
- a. Information sharing  
c. Consultative participation
- b. Decisive Participation  
d. Associative participation
10. Which of the following is the main purpose of Trade Union?
- a. To safeguard the workers interest  
c. To regulate good industrial relation
- b. Improve working condition  
d. All of the above
11. Labour welfare programmes that are undertaken outside the organisation are known as \_\_\_\_\_
- a. Statutory Welfare programme  
c. Intra mural welfare programme
- b. Extra mural welfare programme  
d. Non statutory welfare programme
12. Minimum how many numbers of members is required to form a Trade Union?
- a. Five (5)  
c. Nine (9)
- b. Seven (7)  
d. Eleven (11)
13. Within how many days the conciliation officer is responsible to give his/her Award to the aggrieved parties?
- a. Thirteen days (13)  
c. Twelve days (12)
- b. Eleven days (11)  
d. Fourteen days (14)
14. Which of the following is the primary source of income of Trade Union?
- a. Membership subscription  
c. Sale of Periodicals
- b. Donation  
d. Political fund
15. Which of the following is not a function of Industrial Relations?
- a. Establishment of Workers and Mangers communication  
c. Ensure Trade Union Creative contribution
- b. Establishment of Employees and Management rapport  
d. To improve Workers strength.
16. Which of the following is not within the scope of "Adjudication"?
- a. Labour Court  
c. Industrial Tribunal
- b. Conciliation  
d. National Tribunal
17. In which of the following system of Industrial Relations, Social and labour issues are discussed between Trade Union and Management at enterprise level?
- a. Social dialogue  
c. Bipartism
- b. Tripartism  
d. None of the above
18. Within how many days the Board of Conciliation is responsible to give their award on industrial dispute which is referred to them if the conciliation officer became failure in giving award?
- a. Within 14 days of time  
c. Within 60 days of time
- b. Within 30 days of time  
d. None of the above.

19. Which of the following is not an approach of Industrial Relation?
- a. Physiological Approach
  - b. Psychological Approach
  - c. Sociological Approach
  - d. Gandhian Approach
20. Which of the following is not an extramural labour welfare provision?
- a. Providing Canteen facility
  - b. Providing Outdoor game facility
  - c. Providing school facility
  - d. None of the above

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**( PART-B : Descriptive )**

Time: 2 HRS 40 MINS

Marks : 50

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

1. Explain the settlement mechanism of industrial dispute according to the Industrial Dispute Act, 1947. 10
  
2. What do you mean by Industrial Relations? Discuss various scopes of Industrial Relation and characteristics of Indian Labour. 2+4+4=10
  
3. What is Collective Bargaining? What are the different types of Collective Bargaining found in Indian industry and briefly analyse those critically? 2+8=10
  
4. Discuss the various welfare provisions of the Factories Act, 1948 and their impact on employees and employers. 5+5=10
  
5. Define Labour Law. Mention its classification. What do you mean by Lay off and Retrenchment? Mention the conditions when lay off and retrenchment are implemented by organisation? 1+2+2+5=10
  
6. Define Workers' Participation in Management. How the various types of Workers' participation in management can help an organisation in achieving healthy Industrial relations as well as success in organisation? 2+8=10
  
7. a. What do you mean by Industrial Dispute? Mention the various causes of Industrial disputes. 5  
b. Mention various roles of Employers' organisation and Trade Unions towards better industrial relation in organisation. 5
  
8. Write short notes on\_\_\_\_ 5+5=10
  - a. ILO and its function
  - b. Labour welfare and its importance

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