

REV-01
BBA/05/10

2023/06

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

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Which of the following factor affects IR?
 - a. Institutional factor
 - b. Social factor
 - c. Economic factor
 - d. All 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. Worker's participation in management
 - d. Picketing
7. Which of the following collective bargaining ensures 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. Which of the following workers' participation in management ensures the highest level of participation?
 - a. Information Sharing
 - b. Decisive Participation
 - c. Consultative participation
 - d. Associative participation
10. Which of the following is the main purpose of Trade Union?
 - a. To safeguard the workers interest
 - b. Improve working condition
 - c. To regulate good industrial relation
 - d. All of the above
11. Which of the following is not a component of labour welfare?
 - a. Playground facility
 - b. Salary
 - c. Canteen
 - d. All of the above
12. The appointment of a Conciliation officer for resolving dispute is _____.
 - a. Permanent in nature
 - b. Contractual in nature
 - c. Adhoc in nature
 - d. None of the above
13. Minimum how many employees must be appointed by the organisation to have canteen in the organisation?
 - a. 150
 - b. 200
 - c. 250
 - d. None of the above
14. ILO headquarter is in _____.
 - a. Geneva
 - b. South Africa
 - c. Australia
 - d. None of the above
15. Which of the following is not a function of Industrial Relations?
 - a. Establishment of Workers' and Managers communication
 - b. Establishment of Employee and Management rapport
 - c. Ensure Trade Union Creative contribution
 - d. To improve Worker's strength.
16. Which of the following is not within the scope of "Adjudication"?
 - a. Labour Court
 - b. Conciliation
 - c. Industrial Tribunal
 - d. National Tribunal
17. Minimum how many employees must be employed to appoint a safety officer in the organization?
 - a. 500
 - b. 1000
 - c. 250
 - d. 150
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
 - b. Within 30 days of time
 - c. Within 60 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. Within how much radius, any drinking water tap should not be situated from any washroom, drain, etc.?

- a. 4-meter
- c. 6 meters

- b. 5 meters
- d. None of the above

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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

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| 1. Explain the settlement machinery of industrial dispute according to the Industrial Dispute Act, 1947. | 10 |
| 2. What do you mean by Industrial Relations? Discuss the various functions of IR and characteristics of Indian labour. | 2+4+4=10 |
| 3. What is Collective Bargaining? Briefly discuss different types of Collective Bargaining found in Indian industry. | 2+8=10 |
| 4. Discuss the various welfare provisions and working hour conditions of the Factories Act, 1948. | 5+5=10 |
| 5. What do you mean by Labour Law? Mention the different types of Labour laws. In Industrial relations, what role do the Labour laws play? | 1+2+2+5=10 |
| 6. Define Workers' Participation in Management. Briefly explain the different levels of Workers' participation in management. | 2+8=10 |
| 7. a) What do you mean by Industrial Dispute? Mention the various causes of Industrial disputes.
b) Mention various roles of Employers' organisation and Trade Unions towards better industrial relation in organisation. | 5+5=10 |
| 8. Write short notes on:
a) ILO and its function
b) Labour welfare and its importance | 5+5+10 |

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