

**M.COM**  
**FOURTH SEMESTER**  
**INDUSTRIAL RELATIONS**  
**MCM-404 B**

**Duration: 3 Hrs.**

**Marks: 70**

{ PART : A (OBJECTIVE) = 20  
PART : B (DESCRIPTIVE) = 50 }

[ PART-B : Descriptive ]

**Duration: 2 Hrs. 40 Mins.**

**Marks: 50**

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

1. "Labour and management: friends or foes? They cannot be friends because you do not do business with friends. They cannot be foes because they need each other" --- Lord Bret, VC, ILO Governing Body. In this context, discuss the statement and its applicability in Indian context. (10)
2. What is worker's participation in management? Why is it necessary? Discuss the methods of worker's participation in management. (2+3+5=10)
3. What do you mean by industrial democracy? What is the importance of industrial democracy? Discuss the scope of industrial democracy. (2+3+5=10)
4. Do you believe that class conflict is inevitable? Do you believe that class collaboration is possible and desirable? Give your views. (2+8=10)
5. What do you understand by labour welfare? Discuss the statutory provisions of The Factories Act, 1948 concerning labour welfare. (2+8=10)
6. Why industrial dispute does arise? Discuss the various statutory and non-statutory provisions for settlement of industrial dispute under Industrial Disputes Act, 1947. (2+8=10)
7. Distinguish between: (5+5=10)  
(a) Dismissal and discharge  
(b) Lay off and retrenchment
8. Write short notes on: (5+5=10)  
(a) Rights of registered trade unions  
(b) Features of Court of Enquiry



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[ PART-A : Objective ]

Choose the correct answer from the following:

1X20=20

1. The collective relations between employers and employees as a group is called:

- a. Industrial relation
- b. Employment relation
- c. Industrial conflict
- d. None of these

2. The Industrial Employment (Standing Orders) Act was enacted in:

- a. 1950
- b. 1946
- c. 1947
- d. 1960

3. Penalties for the misconduct are assigned in \_\_\_\_\_ of the unit.

- a. Standing order
- b. Low order
- c. Fluctuating order
- d. None of these

4. Benefits of sound industrial relations are except:

- a. Industrial peace
- b. Industrial democracy
- c. Fall in productivity
- d. Economic and non-economic incentives to its employees

5. According to \_\_\_\_\_ approach industrial relations are attributable to the differences in the perceptions of labour and management.

- a. Psychological
- b. Sociological
- c. Human relations
- d. None of the above

6. Industrial relations are influenced by:

- a. Institutional factors
- b. Economic factors
- c. Technological factors
- d. All of the above

7. The scope of employee and employer is:

- a. Wide
- b. Narrow
- c. Both a and b
- d. None of these

8. Strike undertaken without the consent of the unions is called:

- a. General strike
- b. Sympathetic strike
- c. Unofficial strike
- d. Bumper strike

9. Adjudication is the:

- a. Legal remedy for the settlement of industrial dispute
- b. Body corporate
- c. Redressal forum of consumers
- d. All of the above

10. Physical condition of work includes:

- a. Lighting
- b. Temperature
- c. Ventilation
- d. All of these

11. Which of the following is/are central organization of workers?

- a. United Trade Union Congress
- b. Trade Union Coordination Centre
- c. Indian National Trade Union Congress
- d. All of the above

12. Under worker's participation scheme:

- a. Workers participate in decision making process
- b. Workers get more benefits
- c. Workers increase their output
- d. None of the above

13. Joint Management Councils are formed where:

- a. More than 100 workers are employed
- b. More than 500 workers are employed
- c. More than 200 workers are employed
- d. None of the above

14. Participation develops a sense of:

- a. Belongingness
- b. A feeling of togetherness
- c. Non-accomplishment
- d. Both a and b





15. Which of the following is not true in regard to the approaches to industrial relations?

- a. Giri approach
- b. Dunlop approach
- c. Nehru approach
- d. Gandhi approach

16. First time the May Day was celebrated in India in:

- a. 1923
- b. 1927
- c. 1935
- d. 1947

17. Outplacement services are provided to employees who have been:

- a. Dismissed
- b. Rendered surplus
- c. Retired
- d. Given voluntary retirement

18. A willful disobedience of authority is called:

- a. Insubordination
- b. Indiscipline
- c. Willful disobedience
- d. Misconduct

19. The outside third party who is brought in to settle a dispute, and he or she has the authority to make a decision is called:

- a. Government
- b. An arbitrator
- c. Union
- d. Legal expert

20. Who considered collective bargaining as the most important concept for determining the terms and conditions of employment?

- a. Sidney and Beatrice Webb
- b. Robert Hoxie
- c. John T Dunlop
- d. Samuel Gompers

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Course : .....

Semester : ..... Roll No : .....

Enrollment No : ..... Course code : .....

Course Title : .....

Session : ..... 2016-17 ..... Date : .....

**Instructions / Guidelines**

- The paper contains twenty (20) / ten (10) questions.
- The student shall write the answer in the box where it is provided.
- The student shall not overwrite / erase any answer and no mark shall be given for such act.
- Hand over the question paper cum answer sheet (Objective) within the allotted time (20 minutes / 10 minutes) to the invigilator.

Full Marks	Marks Obtained	Remarks
20		

Scrutinizer's Signature

Examiner's Signature

Invigilator's Signature