

M. COM
Fourth Semester (Repeat)
INDUSTRIAL RELATIONS
(MCM – 404 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 the provisions relating to employee welfare 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

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Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Choose the correct answer:

1×20=20

1. Wage represents _____ rates of pay.
 - a. Hourly
 - b. Monthly
 - c. Both a and b
 - d. None of the above
2. Definition of 'factory' includes the following:
 - a. Railway workshop
 - b. Electricity dept of municipality
 - c. Saw mill
 - d. All of the above
3. The International Labour Organisation (ILO) was formed on:
 - a. October 30, 1920
 - b. November 30, 1920
 - c. October 20, 1922
 - d. November 30, 1922
4. Which of the following amounts to retrenchment?
 - a. Voluntary retirement.
 - b. Discharge of a workman on the ground of his failure to pass confirmation test.
 - c. Ill health.
 - d. None of the above.
5. Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalized society?
 - a. Marxist approach
 - b. Gandhian approach
 - c. Human relations approach
 - d. Giri approach
6. Industrial relations cover the following areas:
 - a. Collective bargaining
 - b. Industrial relations training
 - c. Labour legislation
 - d. All of the above

7. "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. Gandhian approach
 - c. Human relations approach
 - d. Giri approach
8. The Industrial Employment (Standing Orders) Act was enacted in:
 - a. 1950
 - b. 1946
 - c. 1947
 - d. 1960
9. Adjudication is the:
 - a. Body corporate.
 - b. Legal remedy for the settlement of industrial dispute.
 - c. Redressal forum of consumers.
 - d. All of the above.
10. The market oriented system is called:
 - a. Capitalism
 - b. Communism
 - c. Socialism
 - d. None of the above
11. 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
12. The Factories Act imposes the following obligations upon the employer in regard to his workers [Sec 7 A]:
 - a. Health
 - b. Safety
 - c. Welfare
 - d. All of the above
13. According to the definition of "Week" under the Act, it is a period of 7 days beginning at midnight on:
 - a. Sunday
 - b. Monday
 - c. Saturday
 - d. Friday

