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

M. COM

Fourth Semester (Repeat) INDUSTRIAL RELATIONS (MCM – 404 B)

Duration: 20 minutes Marks – 20

(PART A - Objective Type)

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 $1 \times 20 = 20$

- 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

20.Penalties for the misconduct are assigned in of the unit. a. Standing order b. Low order c. Fluctuating order d. None of these
19.Industrial relations are influenced by: a. Institutional factors b. Economic factors c. Technological factors d. All of the above
18. Strike undertaken without the consent of the unions is called: a. General strike b. Sympathetic strike c. Unofficial strike d. Bumper strike
17.Benefits of sound industrial relations are except: a. Economic and non-economic incentives to its employees b. Fall in productivity c. Industrial peace d. Industrial democracy
16. 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
15. The first Factories Act was enacted in:
14. Which of the following involves redesigning of equipment, machinery and material for the safe performance of the jobs? a. Safety engineering b. Safety campaigns c. Safety committee d. Safety training



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1. This answer booklet has 4 pages. Please check before	Type Que	estions				
writing whether it is complete or in good condition.	Page No.	Marks	Course			
2. Do not write your name anywhere in the answer booklet.			Roll No			
3. Write legibly on both sides of the paper			i			
4. You may use some space for any rough notes or calculation		energy.	Enrollment No			
on the answer booklet if you need. These rough notes,			Semester			
calculations must be scored out before submitting the answer			Name of the Paper			
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5. Do not bring any book or loose paper in the examination						
hall.	Total		Paper Code			
6. Do not tear any page from the answer booklet.	For Descrip					
7. Do not write anything on the question paper or blotting	Quest					
paper or any pieces of paper while you are in the examination	Question No.	Marks				
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will result in your expulsion.						
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