

MASTER OF COMMERCE
FOURTH SEMESTER
INDUSTRIAL RELATIONS AND LABOUR LAWS
MCM – 405B

**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

- Which of the industrial relations approach believes that the management and employees share a common interest?
 - Unitarist Approach
 - Pluralist Approach
 - System Approach
 - System Approach
- The concept of trusteeship in Industrial relations was advocated by:
 - VV Giri
 - MK Gandhi
 - Karl Marx
 - JT Dunlop
- According to JT Dunlop, _____ is the dependent variable of the Industrial Relation System.
 - Actors
 - Context
 - Rules
 - Ideology
- The actor that regulates the industrial relations in any economy is:
 - Labour
 - Trade Union
 - Government
 - Management
- ILO was established in the year _____.
 - 1918
 - 1919
 - 1920
 - 1924
- The ILO has a _____ structure unique in the United Nations.
 - dynamic
 - unitary
 - bipartite
 - tripartite
- The History of Trade Unionism (1894) and Industrial Democracy (1897) were authored by:
 - Sidney Webbs
 - Beatrice Webbs
 - Both a & b
 - Neither a nor b
- Which of the following is considered the first trade union of India?
 - Madras Labour Union
 - Bombay Mill Hands' Association
 - All India Trade Union Congress
 - GirniKamgar Union

9. _____ means any dispute or difference between employers and employees or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment and conditions of employment of any person.
- Industrial Dispute
 - Industrial Conflict
 - Disagreement
 - Grievance
10. Which of the following is one of the highest authorities concerning the resolving of disputes under the Industrial Disputes Act, 1947?
- Works Committee
 - Conciliation Officers
 - Boards of Conciliation
 - Court of Inquiry
11. The definition of Lay-off excludes:
- Retrenchment
 - Casual Workers
 - Dismissals
 - All the above
12. The scope of retrenchment also covers:
- Voluntary Retirement of Workers
 - Retirement
 - Both a or b
 - Neither a nor b
13. Which of the following is the lowest level of workers' participation?
- Administrative participation level
 - Information participative level
 - Consultative participation level
 - Associative participative level
14. Which of the following is not a principle of Domestic enquiry?
- The rule of natural justice must be observed
 - Delinquent cannot call for his evidence
 - Do not examine any witnesses in the absence of the delinquent
 - A delinquent is entitled to a just hearing
15. Labour welfare activities aim at:
- Motivate Workers
 - Enhancing goodwill of the enterprise
 - Improve the standard of living of workers
 - Legal compliance
16. The provision concerning misconduct is stipulated in _____.
- The Industrial Disputes Act, 1947
 - The Factories Act, 148
 - The Industrial Employment (Standing Orders) Central Rules, 1946
 - The Trade Union Act, 1926
17. _____ of basic salary/wage is contributed by the employee to Employee Provident Fund.
- 12%
 - 13%
 - 14%
 - 15%
18. According to the Factories Act, 1948, a child means a person who has not completed his _____ year of age.
- 13th
 - 14th
 - 15th
 - 16th

19. Section 7 of the Payment of Wages Act, 1936 does not allow _____ to be deducted from the wage.
- a. Fine
 - b. The actual period of absence
 - c. Housing Accommodation
 - d. Paid Leave
20. According to the Plantation Labour Act, 1951, the employer must provide and maintain suitable rooms for children to be used as creche where the number of women workers is _____ or the number of children of women workers is twenty or more.
- a. More than thirty
 - b. More than forty
 - c. More than fifty
 - d. More than sixty

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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Design a suitable grievance handling system for an enterprise based on the Model Grievance Procedure, 1958. 10
2. Elaborate on the salient characteristics of industrial relations. 10
3. Explain the rights of the registered trade union in India. 10
4. Write a note on the following: 5+5=10
 - a) Mahatma Gandhi's View on Trade Unionism
 - b) Types of Industrial Disputes
5. Describe the different functions of a trade union. 10
6. Define industrial indiscipline. What are the causes of industrial discipline in India? 2+8=10
7. Briefly discuss the legal provisions concerning health in a factory. 10
8. a) How an establishment can make workers' participation in management effective. 5+2.5+2.5=10
b) Write the objectives of:
 - i. The Industrial Employment (Standing Orders) Act, 1946
 - ii. Employee's Compensation Act, 1923

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