

MASTER OF COMMERCE
THIRD SEMESTER [SPECIAL REPEAT]
INDUSTRIAL RELATIONS & LABOUR LEGISLATIONS
MCM – 305

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 1.30 hrs.

Full Marks: 35

Time: 15 mins.

(Objective)

Marks: 10

Choose the correct answer from the following:

1 × 10 = 10

1. Parties to Industrial Relations are:
 1. Employees
 2. Public
 3. Trade Unions
 4. Management
 5. The Government

a. 1, 2, 3, 4, & 5	b. 1, 2, 3 & 4
c. 1, 2, 4, & 5	d. 1, 3, 4, & 5

2. Statement I – John T Dunlop advocated the system approach to Industrial relations.
Statement II – Mahatma Gandhi was not associated with the labour movement in India.

a. Both the statements are true	b. Both the statements are false
c. Statement I is true but Statement II is false	d. Statement I is false but Statement II is true

3. The highest form of Industrial democracy:

a. Workers' Director	b. Workers' Control
c. Work Council	d. Quality Circle

4. Which of the following is one of the objectives of a trade union?

a. To secure fair wages for workers	b. To fight election
c. To maintain peace in the country	d. To advise the government at the state and centre.

5. Which of the following is not a cause of industrial indiscipline?

a. Violation of employees' rights	b. Poor grievance redressal mechanism
c. Proper leadership	d. Lack of communication

6. The principles of Domestic Enquiries are:

a. Rule of Natural Justice must be observed	b. The delinquent is entitled to a just hearing
c. Do not examine any witness in the absence of the employee	d. All the above

7. _____ are the avoidable causes of labour turnover.
- a. Dissatisfaction with job, remuneration, working conditions, etc.
 - b. Seasonal nature of business, changes in plant location, Disability, etc.
 - c. Employees changing jobs for betterment, Family issues, ill health, etc.
 - d. All the above
8. Sec 4(1) of the Trade Unions Act, 1926 states that "any _____ or more members of a Trade Union may, by subscribing their names to the rules of the trade union and by otherwise complying with the provisions of this Act with respect to registration, apply for registration of the Trade Union under this Act."
- a. Six
 - b. Seven
 - c. Eight
 - d. Nine
9. The important components of The Employees' Provident Fund And Miscellaneous Provisions Act, 1952 are:
- 1. Employee Provident Fund
 - 2. Employee Pension Scheme
 - 3. Employee Deposit Linked Insurance Scheme
 - 4. Compensation
- a. 1, 2, 3, & 4
 - b. 1, 2, & 3
 - c. 1 & 2
 - d. Only 1
10. Under the provisions of which labour legislation the voluntary payment is made by the employer to the employee in recognition of continuous, meritorious services, and sincere efforts towards the organization?
- a. The Employee's Compensation Act, 1923
 - b. The Maternity Benefit Act, 1961
 - c. The Payment of Gratuity Act, 1972
 - d. The Employees' State Insurance Act, 1948

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(Descriptive)

Time : 1 Hr. 15 Mins.

Marks : 25

[Answer question no.1 & any two (2) from the rest]

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| 1. Highlight the important provisions of the Maternity Benefit Act, 1961. | 5 |
| 2. Examine the factors influencing Industrial Relations. | 10 |
| 3. Outline the measures for enhancing the effectiveness of Workers' Participation in Management in India. | 10 |
| 4. Define grievance. Provide a concise overview of the Grievance handling mechanism as outlined in the Industrial Disputes Act, 1947. | 10 |
| 5. Briefly discuss the Health OR Welfare provisions of the Factories Act, 1948. | 10 |

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