632/635/638 (IR/SM/RM)

[19HRGPKAC–D6S19M]

BBA 6th Semester Exam., 2019 (S)

INDUSTRIAL RELATIONS

[BBA (S6) 24 (HRM)]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer the following questions (each within *1* or *2* sentences) : 1×8=8

(a) Define Trade Union.

(b) Define work committees.

(c) Define voluntary arbitration.

(d) State the meaning of distributive bargaining.

(e) Define Joint Management Councils.

(f) State any one feature of workers' participation in management.

(g) State any one objective of industrial health and safety.

(h) Define fair wage.

2. Answer the following questions (each within *50* words) : 2×8=16

(a) State the main objectives of wage and salary administration.

(b) State how poor working conditions can affect worker and their health and safety.

(c) Write the preventive measures adopted by the industrial establishments to protect workers health against occupational hazards.

(d) State the objectives of workers' participation in management.

(e) Outline the advantages of workers' participation in management.

(f) Define collective bargaining.

(g) What is compulsory arbitration?

(h) Define strikes and lockouts.

3. Answer any *five* from the following questions (each in around *100* words) : 4×5=20

(a) Discuss the main causes of industrial disputes.

(b) Discuss the three-tier system of adjudication.

(c) Write a short note on conciliation.

(d) Discuss the features of collective bargaining.

(e) Write short notes on the following : 2½×2=5

(i) Shop Council

(ii) Joint Council

(f) Write a short note on the occupational hazards and diseases in certain industries.

4. Answer any *two* from the following questions (each in around *300* words) : 8×2=16

(a) Explain the statutory provision under the Factories Act, 1948 for safeguarding employee health.

(b) Discuss in detail about workers' participation in management in India. Also, explain the reasons for failure of WPM in India.

(c) Explain the different strategies of collective bargaining.

5. Answer any *two* from the following questions (each in around *400* words) : 10×2=20

(a) Define industrial relation. Explain the different approaches to industrial relations. 2+8=10

(b) Define Minimum Wage. Explain the different theories of wages. 2+8=10

(c) Discuss the conciliation machinery in India, highlighting its procedures and practices. 2+8=10