Krishna Kanta Handiqui State Open University

MBA 4th Sem. Examination, 2014

Industrial Relation (HRM) Paper - 17

Time : 3 Hrs. Full Marks : 80

1. Answer any five from the following questions 2×5 =10
(each within 50 words)
   (a) Identify the trend of two major changes taking place in Indian Labour Market in recent times.
   (b) Explain the provision of the directive principles of state policy which relates to worker's participation in management under the Indian Consitution (42nd amandment) Act 1976.
   (c) State the usual duration of validity of a collective bargaining agreement.
   (d) Name two Acts under the realm of social security in India which provide compensation against occupational hazard, disablement and death?
   (e) State the reasons why works committee has not become an effective instrument in resolving industrial disputes.
   (f) Explain the object of the minimum wages Act 1948.
   (g) Discuss the basic nature of functions of the Central Board of Workers' education in India.

2. Answer any three from the following questions 4×3 =12
(each within 100 words)
   (a) Is temporary appointment for successive fixed tennune with break - an unfair labour practice under the Industrial Disputs Act. Give your justification.
   (b) 'Appointing a 'Director' from the workers in the Board of Management is the best form of (workers) participation' – Comment.

(c) As a negotiator for payment of bonus to employees, what minimum and maximum limit would you take into mind under the context of the payment of Bonus Act.

(d) State how is the concept of social security different from labour welfare.

(e) State the items usually prescribed by the Employment (Standing orders) Act 1949 for incorporation as the terms of employment of an Industrial undertaking.

3. Answer any three from the following questions 6×3 =18
(each within 250 words)

(a) Explain the criteria set up for recognition of trade unions under the non-statutory code of discipline in India.

(b) State the principle of law established in National Textile workers union Vs P. R. Ramachandran 1983 (SC) as regards to workers' participation of winding up operations in India.

(c) Discuss the policy of collective bargaining adopted by the union government during the plan period.

(d) Discuss five measurs prescribed by the Factories Act 1948 for maintenance of health standards of workers.

(e) Discuss the process of constituting an investigating machinery by the government for enquiry into the matter of industrial dispute.

4. Answer any four from the following questions 10×4 =40
(each within 400 words)

(a) Discuss the unfair labour practices on the part of workmen and trade unions of workmen under the industrial dispute (amendment) Act 1982.

(b) Enumerate the important features of the participation of workers in the Management Bill 1990. Also state how the Bill proposes to ensure representation of workers in the Board of Management of an industrial undertaking.

(c) Discuss the authorised deductions which may be made by an

employer from the wages of an employed person under the payment of wages Act. Also state the total permissible amount of such deductions.

(d) Distinguish between 'accident arising out of employment' and 'accident arising during the course of employment' under the workmens' compensation Act 1923. In this context also discuss with illustration the Doctrine of national extension of 'time' and 'place'.

(e) Distinguish between voluntary and compulsory arbitration procedure under the Industrial Disputes Act 1947. Which of the two do you prefer most, and why?

(f) Criticially examine the impact of globalisation and W.T.O. regime upon Labour Relations in India.