M.Com/MBA 4th Semester (New) Exam., 2021

INDUSTRIAL RELATIONS AND LABOUR LEGISLATION

[PGCM–S4–01 (H)/PGBA–S4–01 (H)]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer any *five* of the following questions (each in around *50* words) : 2×5=10

(a) State two conditions under which the Registrar of Trade Unions can cancel the registration of a Trade Union.

(b) Define 'Consultative Participation'.

(c) State two objectives of workers' participation in management in India.

(d) Discuss a few merits of implementing health and safety programs at the workplace.

(e) State two consequences of industrial disputes.

(f) State the meanings of 'lock-out' and 'lay-off'.

2. Answer any *three* from the following questions (each in around *150* words) : 4×3=12

(a) Discuss a few causes of absenteeism.

(b) Discuss the essentials of strike.

(c) Write a short note on 'Award and Settlement' as mentioned in the Industrial Disputes Act, 1947.

(d) Discuss the powers of the 'Inspector' appointed under the Employees' Provident Fund and Misc. Provisions Act, 1952.

3. Answer any *three* from the following questions (each in around *250* words) : 6×3=18

(a) Discuss a few approaches to industrial relations.

(b) Discuss a few major problems faced by trade unions in India.

(c) Explain the process of collective bargaining.

(d) Discuss the merits and demerits of workers' participation in management.

4. Answer any *four* from the following questions (each in around *500* words) : 10×4=40

(a) Discuss the various authorities for investigation and settlement of industrial disputes as per the Industrial Disputes Act, 1947.

(b) Explain the methods of workers' participation in management.

(c) Discuss the provisions related to the safety of workers in a factory as mentioned in the Factories Act, 1948.

(d) Discuss a few methods through which industrial disputes can be prevented in India.

(e) Discuss the steps involved in the collective bargaining process.