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[20-HKPGDEN-M2S(N)21J]

PGDHRM 2nd Semester (New) Exam., 2020

INDUSTRIAL RELATIONS AND LABOUR LEGISLATION

[PGDHRM (S2) 01]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. *(a)* Answer the following questions in short : 1×8=8

(i) Which Act primarily controls and regulates the mechanism of Trade Unions in India?

(ii) Mention two causes of industrial disputes.

(iii) Define social partnership.

(iv) Mention one feature of labour market.

(v) What are the different sectors of Indian labour market?

(vi) Mention two objectives of tripartite consultation.

(vii) What is meant by absenteeism?

(viii) What is distributive bargaining?

(b) Choose the correct answer : 1×4=4

(i) When workers do not leave their place of work, but stop work, it is said to be in _____ strike.

(1) economic

(2) sympathetic

(3) general

(4) sit-down

(ii) Which of the following is not a method for prevention of industrial dispute?

(1) Work Committee

(2) Joint Council

(3) Executive Committee

(4) Tripartite Bodies

(iii) The first registered Trade Union of India is considered to be

(1) Madras Labour Union

(2) Bombay Mill-Hands Association

(3) Hind Mazdoor Sabha

(4) Bharatiya Mazdoor Sangh

(iv) Which of the following is not true?

(1) Collective bargaining is a group process

(2) Collective bargaining is a bipartite process

(3) Collective bargaining tends to disturb relationship between workers and employer

(4) Collective bargaining is a continuous process

(c) Fill in the blanks : 1×4=4

(i) The Factories Act was passed in the year _____.

(ii) The Trade Union Act came into force with effect from _____.

(iii) _____ is a type of State intervention in setting the industrial dispute.

(iv) Negotiation in which both the parties may gain, or at least neither party loses is called _____.

2. Answer any *five* from the following questions (each within *50* words) : 2×5=10

(a) Define industrial dispute as defined under the Industrial Disputes Act.

(b) Mention two situations under which registration of a Trade Union can be cancelled.

(c) Mention two consequences of industrial disputes.

(d) What are the causes of absenteeism?

(e) What is meant by intraorganizational bargaining?

(f) Define 'worker' under the Indian Factories Act, 1948.

(Continued)

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

(a) What is pluralistic approach of industrial relations?

(b) What are the external and internal factors that influence industrial relations?

(c) Mention the conditions need to be fulfilled for getting recognition by a Trade Union.

(d) List the duties of a conciliation officer.

(e) Mention three objectives of collective bargaining.

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

(a) What is meant by labour welfare? Write a note on the evolution of social security measures. 2+4=6

(b) Discuss various authorities under the Industrial Disputes Act for investigation and settlement of industrial disputes.

(c) Discuss the provisions of Workmen's Compensation Act for compensation against occupational diseases of workmen.

(d) Explain the functions of the Central Board constituted under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

5. Answer any *three* from the following questions (each in around *300* words) : 8×3=24

(a) Discuss the methods of workers participation in management.

(b) Explain the structure of International Labour Organization.

(c) Discuss various safety measures that need to be taken by the factory management for the safety of its workers under the provisions of the Factories Act.

(d) When are strikes and lockouts said to be illegal and when are strikes and lockouts prohibited? 4+4=8

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