

(Theory Paper)

Paper Code : MCO 405 (B)

(Industrial Relation and Labour Laws)

Full Marks – 80

Pass Marks – 32

Time – Three hours

The figures in the margin indicate full marks for the questions.

1. Answer as per direction given below : 1×6=6

(a) Which of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947 ?

(i) Conciliation officer

(ii) Board of conciliation

(iii) Arbitration

(iv) Trade union

(b) Which of the following is not a party to Industrial Relation ?

(i) Employees (ii) Employers

(iii) Court (iv) Government

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(c) Gherao is a form of _____.

- (i) Unfair trade practices
- (ii) Unfair labour practices
- (iii) Industrial disputes
- (iv) Coercion

(d) Lok adalat has been given _____ status under the Legal Services Authorities Act, 1987. (Fill in the blank)

(e) The basic objective of _____ is to arrive at an agreement between the management and the employees determining mutually beneficial terms and conditions (Fill in the blank).

(f) Threatening workmen with discharge or dismissal if they join a Trade union is an example of unfair labour practice (State true or false).

2. Answer the following questions in brief :

(a) State two objectives of Collective bargaining. 2×5=10

(b) Why do workers join a Trade Union ?

(c) What is compulsory arbitration ?

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(d) Name 3 pillars of Trade Union.

(e) What is Standing order ?

3. Answer any six from the following questions.

5×6=30

(a) Write a short note on "Principles of Natural Justice".

(b) Discuss briefly the problems faced by the Indian Trade Unions.

(c) Write a note on the Unitary approach in Industrial Relations.

(d) Discuss briefly about the dynamics of Industrial conflicts.

(e) Who is a Conciliation officer ? State the role of Conciliation officer.

(f) Point out the functions of "Code of discipline".

(g) State the matters that come within the jurisdiction of an Industrial Tribunal under Sec. 7A of Industrial Disputes Act, 1947.

(h) Write briefly about "Unfair Labour Practice."

(i) Discuss the role of Lok Adalat in Dispute Resolution.

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4. Answer any two questions from the following :
10×2=20

- (a) Discuss the various strategies of Collective Bargaining. 10
- (b) Discuss the impact of technological changes on Trade union. 10
- (c) What is Joint Management Council ? State the salient features of Joint Management Council. 2+8=10

5. Answer any one question from the below :

14×1=14

- (a) Discuss the various roles and rights of Trade Union in India ? 7+7=14
- (b) Discuss the major causes of Industrial disputes in India and also explain the machinery available for resolving them under the Industrial Disputes Act, 1947 ? 7+7=14