

Paper : MCO 405(B)

**(Industrial Relation and Labour Laws)**

I. MCQ : 1×6=6

1. Who is the father of Indian Trade Union Movement ?
  - (a) Mahatma Gandhi
  - (b) N. M. Lokhande
  - (c) V. V. Giri
  - (d) B. P. Wadia
  
2. What is the minimum number of members required to make an application for registration of trade union ?
  - (a) 7
  - (b) 6
  - (c) 20
  - (d) 9

3. Which of the following is not a machinery for settlement of industrial dispute under the Industrial Dispute Act, 1947?

- (a) Conciliation Officer
- (b) Board of Conciliation
- (c) Collective Bargaining
- (d) Labour Court

4. Industrial relation covers the following areas :

- (a) Collective bargaining
- (b) Labour legislation
- (c) Industrial relation training
- (d) All of the above

5. Under unitary approach, industrial relation is grounded in

- (a) mutual co-operation
- (b) individual treatment
- (c) team work and shared goals
- (d) All of the above

6. Which of the following is an illegal industrial action as per law?

- (a) Mutual insurance
- (b) Collective bargaining
- (c) Lockout
- (d) Gherao

II. Very short answer-type questions : 2×5=10

(a) Name two forms of Industrial Disputes ?

(b) Who can be appointed as Conciliation Officer ?

(c) State two objectives of Industrial Relation.

(d) What is Industrial Conflict ?

(e) What is unfair Labour Practice ?

III. Answer the following : **(any six out of nine)**  
5×6=30

(a) What is voluntary arbitration ? Explain briefly about its working process.

1+4=5

(b) What is collective bargaining ? State its objectives.

1+4=5

(c) Why do you think workers' participation in management is necessary?

(d) Discuss briefly about the importance of industrial relation.

(e) What are the objectives of unfair labour practice? Give some examples of unfair labour practices. 3+2=5

(f) What are the essentials for a dispute to become an industrial dispute?

(g) Classify the major sectors of workforce.

(h) Describe briefly the role of trade union in developing economy.

(i) Explain briefly about the Marxist approach of Industrial Relation.

IV. Answer the following : **(any two)** 10×2=20

(a) Discuss the causes of industrial disputes in India.

(b) Explain the stages of collective bargaining.

(c) What is workforce analysis? Why should management conduct a workforce analysis? 2+8=10

V. Answer **any one** question : 14

(a) Explain the machinery available for resolving industrial dispute under the Industrial Disputes Act, 1947?

(b) Describe the various problems of Indian labour union?