

(d) Explain the different group Schemes of Workers' participation in management.

5. Answer the following questions : **(any one)**
1×14=14

(a) What are the objectives of the Factories Act, 1948? Discuss the scope and applicability of the Act. 4+5+5=14

(b) Discuss the various objectives for formation of trade unions. What techniques can be used to achieve the objectives of trade unions? 4+10=14

(c) What are the principles of collective bargaining? Discuss the factors responsible for slow progress of collective bargaining in India. 4+10=14

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63/1 (SEM-6) DSE3/DSE1B/
COMHE6226/COMRE6016

2024

COMMERCE

Paper : COMHE6226/COMRE6016

(Group-B)

(Industrial Relations and Labour Laws)

Full Marks : 80

Pass Marks : 32

Time : Three hours

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

1. Choose the correct answer from the following : **(any six)** 1×6=6

(a) The scope of industrial relations covers
(i) relation between manager and industrial workers.

(ii) the collective relations between employers and labour union.

(iii) the role of government in the regulations of relation between management and labour union

(iv) All of the above

(b) Which one of the following is not a form of industrial dispute ?

(i) Strike

(ii) On leave

(iii) Boycott

(iv) Gherao

(c) What would be the minimum number of members of a trade union to apply for registration of trade union ?

(i) 5 members

(ii) 6 members

(iii) 7 members

(iv) 8 members

(d) Lockout under Section 2 (i) of the Industrial Disputes Act, 1947 means

(i) the closing of a place of employment

(ii) the suspension of work

(iii) the refusal by an employee to continue to employ any number of persons employed by him.

(iv) All of the above

(e) Section 46 of the Factory Act imposes the obligation for canteen only when the number of workers exceeds

(i) 200

(ii) 250

(iii) 300

(iv) 100

(f) Union and Management use collective bargaining to

(i) settle disputes and grievances

(ii) preserve employee rights

(iii) negotiate contracts, salaries and benefits

(iv) All of the above

(g) What should be the age of a worker to become a member of registered trade union ?

(i) 18 years

(ii) 20 years

(iii) 15 years

(iv) 16 years

(h) What should be the minimum age of an office bearer of a registered trade union

(i) 18 years

(ii) 20 years

(iii) 15 years

(iv) 16 years

(i) Which one of the following is not facilitative welfare service ?

(i) Leave travel concession

(ii) Indoor game facility

(iii) Providing money to employees for purchasing of cycle

(iv) All of the above

(j) All India Trade Union Congress (AITUC) was formed in the year

(i) 1919

(ii) 1920

(iii) 1921

(iv) 1922

2. Answer the following questions in brief :
(any five) $2 \times 5 = 10$

(a) Write two main objectives of industrial relations.

(b) What do you understand by settlement machinery ?

(c) Write *two* important features of the Trade Union Act, 1926.

(d) What is strike?

(e) Mention the objective of workers' participation in management.

(f) What are the provisions of healths as outlined in the Factories Act of 1948?

(g) Define retrenchment.

3. Answer the following questions : **(any six)**
5×6=30

(a) Write fair procedure for a process of retrenchment.

(b) Write a provision regarding employment of women under the Factories Act, 1948.

(c) Explain the concept of 'lay off and lockout'.

(d) What are the functions of Joint Management Council? Explain.

(e) What are the limitations of arbitration? Explain.

(f) Discuss the objectives of *any three* Central Trade Unions of India.

(g) Explain the duties of

(i) Labour Courts

(ii) Tribunal

(iii) National Tribunals

(h) Explain in detail the status of collective bargaining in India.

(i) Define industrial conflict. What measures can be used for protecting industrial conflicts.

(j) What are the functions of International Labour Office (ILO)? Explain briefly.

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

(a) Discuss various problems faced by the Indian Trade Unions.

(b) Discuss various grievances redressal procedures.

(c) What do you understand by scope and functions of industrial relations? Explain.