

(c) Short notes : (any two) 7×2=14

- (i) Unions in the era of liberalization
- (ii) Role of trade union in collective bargaining
- (iii) Features of Industrial Employment (Standing Orders) Act, 1946
- (iv) Power and duties of Authority under Industrial Disputes Act

Total number of printed pages-8

63/1 (SEM-6) DSE3/COMHE6036

2025

COMMERCE

Paper : COMHE6036

(GROUP-B : Industrial Relations
and Labour Law)

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) In which year did Factory Act came into force ?
- (i) 23rd September, 1948
- (ii) 1st April, 1949
- (iii) 4th April, 1949
- (iv) 12th September, 1948

(b) What is the minimum number of trade union members required in registering themselves as a union ?

- (i) 7
- (ii) 10
- (iii) 5
- (iv) 15

(c) Labour Law covers

- (i) Industrial relation
- (ii) Workplace, health and safety
- (iii) Employment standards
- (iv) All of the above

(d) Which of the following factors affect IR ?

- (i) Institutional factors
- (ii) Economic factors
- (iii) Social factors
- (iv) All of the above

(e) Which of the following is/are the approach(es) of Industrial relation ?

- (i) Gandhian approach
- (ii) System approach
- (iii) Oxford approach
- (iv) All of the above

(f) The total amount of deduction from wages of employees should not exceed.

- (i) 50%
- (ii) 70%
- (iii) 25%
- (iv) 40%

(g) Headquarters of International Labour Organisation is located in

- (i) Geneva
- (ii) Rome
- (iii) Paris
- (iv) Tokyo

(h) Who has coined the term Industrial Democracy ?

- (i) Karl Marx
- (ii) Sydney and Beatrice Webb
- (iii) Peter F. Drucker
- (iv) John Dunlop

(i) Workers' participation in Management is highlighted in

- (i) Article 43A
- (ii) Article 48A
- (iii) Article 49A
- (iv) None of the above

(j) The first organized trade union in India was formed in

- (i) 1884
- (ii) 1890
- (iii) 1918
- (iv) 1920

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4

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

- (a) Write two impacts of globalisation on the Industrial relations.
- (b) What do you understand by bipartite ?
- (c) Write two rights of workers under the Factories Act, 1948.
- (d) Write two importance of adjudication.
- (e) Write any two rights of a Registered Trade Union.
- (f) Explain the term 'week' under Factories Act, 1948.
- (g) Write two causes of labour unrest.

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

- (a) "The Industrial Disputes Act, 1947 provides for prevention and settlement of industrial disputes" – Discuss.
- (b) What is arbitration ? Discuss its forms.
- (c) Explain Appellate Authority.
- (d) Explain the duties of Labour Courts.

D01FO 0059-64

5

Contd.

(e) Explain the concept of lay off and lockout under Industrial Disputes Act.

(f) Discuss the main provision on safety as per Factories Act, 1948.

(g) Explain in brief the various methods of conciliation as provided in the Industrial Disputes Act.

(h) Explain various provisions regarding welfare of workers available under Factories Act, 1948.

(i) What are the advantages of a sound grievance redressal procedure?

(j) What are the restrictions on the employment of children in factory?

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

(a) Write short notes on : **(any two)**
5×2=10

(i) Factors affecting the scope of Industrial Relations

(ii) Role of ILO

(iii) Causes of industrial indiscipline

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6

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7

Contd.

(b) Discuss various objectives for the formation of trade unions. What technique can be adopted to achieve the objectives of trade union. 5+5=10

(c) Discuss various provisions of Indian Trade Union Act, 1926.

(d) Explain in brief the various causes of poor industrial relations and suggest the suitable measures to improve the industrial relations in an organisation. 5+5=10

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

(a) What do you understand by collective bargaining? Explain the scope and significance of collective bargaining in the modern industrial set up. 2+6+6=14

(b) What is workers' participation? Discuss the procedure you as a personnel manager of a business organization would follow while increasing workers' participation in management. What advantages do you foresee of participative management in organization? 2+5+7=14