

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7122

Roll No.

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M.B.A.

(Semester-III) Theory Examination, 2011-12

INDUSTRIAL RELATIONS & LABOUR ENACTMENTS

Time : 3Hours]

[Total Marks : 100

Note : Attempt questions from all Sections as per directions.

Section-A

1. Attempt *all* parts of the following : 2×10=20

- (a) Define Trade Union.
- (b) What do you mean by Industrial Peace ?
- (c) What do you understand by Industrial Dispute ?
- (d) Distinguish between arbitration and adjudication.
- (e) What do you understand by occupational hazards ?

- (f) Define 'child labour' as per the Factories Act, 1948.
- (g) Define Social Security.
- (h) Distinguish between Strike and Lock-out.
- (i) What do you mean by Social Assistance ?
- (j) Write any four statutory labour welfare measures.

Section-B

2. Attempt any *three* parts of the following. 10×3=30

- (a) Define Industrial Relations. Discuss the scope of industrial relations system and explain the role of various agencies involved in industrial relations system.
- (b) Explain the principles of "workers' participation in management". Discuss the process of workers' participation in management in comparison with the process of "collective bargaining".
- (c) What is misconduct ? Explain the scope and procedure involved in holding a domestic enquiry.
- (d) What are the different methods available in the settlement of industrial disputes under the Industrial Disputes Act, 1947 ?

- (e) Explain the procedure for fixation and revision of wages under the Minimum Wages Act, 1948. What are the arrangements for its enforcement ?

Section-C

Attempt *all* the following questions : 10×5=50

3. Discuss the trends in industrial relations in India.

Or

In the era of technological, competitive, political and social changes, how do you visualize the role of trade union in the years ahead ?

4. How an industrial dispute can be prevented and settled ?

Or

State the process of grievance redressal in India.

5. Explain the objectives and scope of labour welfare measures in India.

Or

Explain the different types of strike with examples.

(e) Explain the procedure for fixation and revision of wages under the Minimum Wages Act, 1948.

6. Discuss the main provisions of Employees State Insurance Act.

Or

Discuss the main provisions of Workmen's Compensation Act.

7. Discuss the causes of industrial conflict.

Or

Discuss the following :

- (a) Arbitration
- (b) Conciliation
- (c) Adjudication.