

Time: (2 ½ Hours)

Max Marks: 75

Note: All questions are compulsory carrying 15 marks each.

**Q (1) Answer any two.**

(15)

- What do you mean by the term Industrial Relations? State its objectives.
- Discuss the Scope of Industrial Relations.
- State and explain the factors affecting Industrial Relations.

**Q2) Answer any two.**

(15)

- Explain the causes of grievance in Industries.
- Elaborate the methods of settling industrial disputes.
- What are types of workers' participation in management with respect to India.

**Q3) Answer any two.**

(15)

- Explain the features of Trade Unions.
- What are the rights and privileges of registered Trade Unions?
- Briefly discuss the prerequisites of collective bargaining.

**Q4) Answer any two.**

(15)

- Discuss in detail the concept of Labour Court.
- Elaborate the Minimum Wage Act, 1948.
- Explain the Industrial Employment (Standing Orders) Act, 1946.

**Q5) Refer to the case and answer the following questions.**

(15)

Mr. Ramesh Shah was a vice president in charge of industrial relations for a large company with many plants scattered throughout the nation. In going over the monthly report from the Kolkata plant, Mr. Shah noticed a significant increase in the accident rate, which has been attributed by the management of Kolkata Plant to Employee Indiscipline. This has been a real cause of concern for the organisation as it is hurting them with respect to loss of money in terms of compensation, increased disputes as well as reduction in goodwill due to the so-called unsafe work conditions. Mr. Shah had planned to go to the Kolkata plant sometime this month in any case, and now resolved to look into the problem.

**QUESTIONS:**

(1) What are the possible reasons for this increase in accidents? (8)

(2) How would Mr. Ramesh plans to deal with this problem? If you were in the place of Mr. Ramesh, How would you handle this situation? (7)

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