

Time: 2:30 hours

Marks: 75

**Q.1) (A) Match the column(any eight)**

**(8)**

Column 'A'	Column 'B'
1. Employee Associations	a) External factor
2. Leadership Styles	b) Lockout
3. Social Factor	c) One party wins over another
4. Economic loss	d) Wages
5. Economic cause	e) Internal factor
6. Code of Discipline	f) Avoiding Litigations
7. Wage related issues	g) Educates Organisation
8. Conjunctive bargaining	h) 1928
9. ILO	i) 20 days
10. Leave	j) Financial perks

**(B) State true or false: (any seven)**

**(7)**

- Multiplicity of unions is one of the obstacles of collective bargaining.
- Industrial relations can improve the morale of the employees.
- Retrenchment is a temporary separation of the employees from the employers.
- A registered trade union has a common seal.
- Industrial relations are influenced by multiple factors.
- Strike is declared by the employers to put pressure on management.
- Collective bargaining is a natural and permanent process.
- Wages must be paid in cash.
- A workers cannot be employed for more than 60 hours in a week.
- Living wages must not be provided for food and clothing.

**Q.2) A) Discuss the essentials of good Industrial relations.**

**(8)**

**B) State the principles of Industrial Relations.**

**(7)**

**OR**

**C) Explain the impact of LPG on Industrial Relations.**

**(8)**

**D) What are the challenges faced by Industrial Relations in India?**

**(7)**

- Q.3) A) Explain the causes of Employee in discipline. (8)**  
**B) Discuss the methods of settling Industrial disputes. (7)**  
**OR**  
**C) Explain the different types of strikes. (8)**  
**D) What are the causes of Industrial Disputes? (7)**
- Q.4) A) What are the objectives of Trade Unions? (8)**  
**B) State the right and privileges of a registered trade union. (7)**  
**OR**  
**C) What is the process involved in collective bargaining. (8)**  
**D) Discuss the importance of collective bargaining. (7)**
- Q.5) A) Discuss Trade Union Act, 1926. (8)**  
**B) Elaborate the Industrial Dispute Act, 1947. (7)**  
**OR**  
**C) Write short notes: (Any Three) (15)**  
I. Privatisation.  
II. Strikes.  
III. HMS.  
IV. Retrenchment.  
V. Industrial Tribunal.

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