



BRAINWARE UNIVERSITY

Course – MBA

Industrial Relations (HR401)

(Semester – 4)

Time allotted: 3 Hours

Full Marks: 70

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Multiple Choice Type Question)

10 x 1 = 10

1. *Choose the correct alternative from the following*
 - (i) The Industrial Employment (Standing orders) Act was established in
 - a. 1948
 - b. 1936
 - c. 1946
 - d. 1956
 - (ii) For Union recognition the membership of that Union should cover at least _____ percentage of membership in that industrial establishment.
 - a. 15%
 - b. 25%
 - c. 30%
 - d. 51%
 - (iii) Under model grievance procedure, the designated officer to whom the aggrieved employee first presents his/her grievance should give a reply within----- hours.
 - a. 24 hours
 - b. 48 hours
 - c. 72 hours
 - d. 3 days
 - (iv) Code of Discipline came into force after the Labour Conference held in
 - a. 1957
 - b. 1947
 - c. 1967
 - d. 1981
 - (v) The Machinery which is appointed by the parties themselves for settlement of disputes is known as
 - a. Conciliation officer
 - b. Arbitration
 - c. Adjudication
 - d. Labour Court
 - (vi) The workman definition as per latest amendment draws wages not more than per month.
 - a. Rs.3200
 - b. Rs.2500
 - c. Rs.1600
 - d. Rs.10000

- (vii) The first Trade Union established in India was _____
- a. AITUC
 - b. INTUC
 - c. CITU
 - d. BMS
- (viii) The full form of CITU is
- a. Council for Indian Trade Unions.
 - b. Centre of Indian Trade Unions.
 - c. Centre for International Trade Unions.
 - d. Council of International Trade Unions
- (ix) Model Grievance procedure was enacted by Indian Labour Congress in the year _____
- a. 1957
 - b. 1958
 - c. 1970
 - d. 1971
- (x) The most serious and ultimate step that can be taken by Management for implementing the disciplinary action is
- a. Written Warning
 - b. Letter of suspension
 - c. Letter of Dismissal
 - d. Fine

Group – B

(Short Answer Type Questions)

3 x 5 = 15

Answer any *three* from the following

- 2. Explain Dunlop's system model of IR. [5]
- 3. Explain legality of strike. [5]
- 4. Explain functions of Joint Management Council. [5]
- 5. Explain the concept Principle of Natural Justice. [5]
- 6. Draft one Show Cause Notice for an alleged misconduct. [5]

Group – C

(Long Answer Type Questions)

3 x 15 = 45

Answer any *three* from the following

- 7. Explain role of dispute settlement authorities including Government. 15
- 8. Explain collective bargaining process and different barriers for successful collective bargaining in India. 15

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| 9. | (a) Explain model grievance settlement procedure applied in India. | 10 |
| | (b) Explain causes and effects of grievances. | 5 |
| 10. | Explain the concept Workers' Participation in Management and its forms operating till date in India. | 15 |
| 11. | (a) Explain different problems faced by Indian Trade Unions. | 8 |
| | (b) What are the possible remedies for those problems? | 7 |
