



BRAINWARE UNIVERSITY

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Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

Term End Examination 2023

Programme – B.Com.(BFA)-Hons-2018/BBA-2019/BBA-2020

Course Name – Industrial Relations and Labour laws/Management of Industrial Relations

Course Code - BCM603/BBAD601H

(Semester VI)

Full Marks : 60

Time : 2:30 Hours

[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)

1 x 15=15

1. Choose the correct alternative from the following :

(i) Identify from the following department that has major interest in harmonious industrial relations

- | | |
|------------|-----------------|
| a) HR | b) Production |
| c) Finance | d) All of these |

(ii) Select the section of the act deals with the registration of the trade unions.

- | | |
|--------------|---------------|
| a) Section 7 | b) Section 8 |
| c) Section 9 | d) Section 10 |

(iii) Identify the industrial relations machinery from the following for the resolution of conflicts under the Industrial Dispute Act of 1947

- | | |
|----------------|-----------------|
| a) Negotiation | b) Conciliation |
| c) Meditation | d) All of these |

(iv) Recall the year when the Trade Unions Act came into operation.

- | | |
|------------------|------------------|
| a) 1st June 1927 | b) 1st May 1926 |
| c) 1st June 1926 | d) None of these |

(v) State the minimum number of persons required to register a trade union.

- | | |
|-------|-------|
| a) 6 | b) 7 |
| c) 12 | d) 20 |

(vi) Identify who coined the term Industrial Democracy.

- | | |
|---------------------|-----------------------------|
| a) Karl Marx | b) Sydney and Beatrice Webb |
| c) Peter F. Drucker | d) John Dunlop |

(vii) Locate from the following the type of collective bargaining that means "One party gains at the expense of another".

- | | |
|----------------------------|---------------------------|
| a) distributive bargaining | b) integrative bargaining |
| c) centralized bargaining | d) None of these |

(viii) Identify the machinery for settlement of Industrial Disputes.

- a) Industrial Tribunal
c) Labour Court
- b) National Tribunal
d) All of these

(ix) Identify from the following that is Not a cause of industrial dispute.

- a) demand for pay and benefits hike
c) demand for better labour welfare
- b) demand for hygienic and safer working conditions
d) None of these

(x) Identify the department that has a major interest in harmonious industrial relations.

- a) HR
c) Finance
- b) Production
d) Marketing

(xi) Select the correct answer: According to Indian Labour Commission's (ILC) major recommendations, Union once recognised should be valid for a period of _____ years to be co-terminus with the period of settlement.

- a) Two
c) Four
- b) Three
d) Five

(xii) Memorize that in case of retrenchment, a worker is entitled to _____ months' notice or notice pay in lieu of notice.

- a) One
c) Three
- b) Two
d) Four

(xiii) Select the correct answer: Strike should be called only if at least _____ percent of workers are in support of strike.

- a) 10
c) 20
- b) 15
d) 25

(xiv) Identify the correct option: A controlled industry is an industry that is controlled by the union and has been declared by any central act to be expedient in the public interest.

- a) Correct
c) Partially correct
- b) Incorrect
d) None of these

(xv) The negotiation between management and employees of terms and conditions of service and the establishment of peaceful orderly relations at the place of work through the mutual settlement of differences is defined as

- a) Industrial Relations
c) Industrial disputes
- b) Collective Bargaining
d) Moratorium

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Interpret the term 'misconduct' (3)
3. Establish the provisions regarding hazardous processes under the Factories Act, 1948. (3)
4. Enumerate the steps of collective bargaining process. (3)
5. Identify the objectives of workers participation in management. (3)
6. Decide how the parties prepare for a negotiation. (3)

OR

Do you think that collective bargaining is the right method of dispute settlement? Justify. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Illustrate the objectives of Grievance redressal system. (5)
8. Write a short note on Joint Management Council. (5)
9. Deduce the process of Collective Bargaining. (5)
10. Summarize Employees' State Insurance Act, 1948. (5)
11. Do you think that collective bargaining is the right method of dispute settlement? Justify (5)

12. Analyze Industrial Relations in India.

(5)

OR

Explain the structure of Trade Unions.

(5)

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