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| Program/Sem: | T.Y.B.M.S – Sem - V | Course: | Industrial Relations |
| Program Code: | 2M00155 | Course Code: | 46014 |

Duration: 2 ½ Hour **10 NOV 2025** Max. Marks: 75

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

Q. 1 Attempt the following.

A. Fill in the blanks with an appropriate answer from the alternatives given.(Any 8) [08]

- i). Industrial harmony leads to higher productivity and _____.

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|--------------|-----------------|
| (a) Turnover | (b) Efficiency |
| (c) Conflict | (d) Absenteeism |
- ii). The Industrial Disputes Act was passed in _____.

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|----------|----------|
| (a) 1946 | (b) 1948 |
| (c) 1947 | (d) 1926 |
- iii). Conciliation is a method of _____ dispute resolution.

| | |
|--------------|------------------|
| (a) Judicial | (b) Non-judicial |
| (c) Informal | (d) Voluntary |
- iv). The minimum number of members required to register a trade union is _____.

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|-------|--------|
| (a) 5 | (b) 10 |
| (c) 7 | (d) 20 |
- v). Multiplicity of unions in India creates _____ in collective bargaining.

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|--------------|--------------|
| (a) Strength | (b) Unity |
| (c) Weakness | (d) Monopoly |
- vi). The Code of Discipline was adopted in _____.

| | |
|----------|----------|
| (a) 1950 | (b) 1964 |
| (c) 1958 | (d) 1975 |

vii). _____ is a type of industrial dispute.

(a) Profit-sharing (b) Lockout
(c) Bonus distribution (d) Job rotation

viii) Recognition of trade unions is essential for effective _____.

(a) Management (b) Production
(c) Collective Bargaining (d) Sales

ix). _____ has been the major economic reason causing industrial disputes.

(a) Inflation (b) Benefits
(c) Wages (d) profit

x). A dispute between workers and management regarding employment is called _____.

(a) Lockout (b) Arbitration
(c) Industrial dispute (d) Retrenchment

B. True or False: (Any 7)

[07]

i). The government is an important stakeholder in IR.

ii). IR is static and does not change over time.

iii). Absence of grievance handling system increases industrial unrest.

iv). Code of Discipline is compulsory under law.

v). AITUC is the oldest central trade union in India.

vi). Trade unions protect the interests of employers.

vii). The Factories Act ensures safety and welfare of workers.

viii) Grievances are always about wages only.

ix). Arbitration is binding on both parties.

x). Industrial Relations in India developed post-Independence only.

Q. 2 Attempt either A or B.

[15]

A. a) Enlist and explain the major Stakeholders of IR. [08]
b) Describe the role of state employers and unions in IR. [07]

OR

B. c) What is Industrial Relations? Explain the Significance of IR. [08]
d) Discuss the essentials of good industrial relations. [07]

Q. 3 **Attempt either A or B.** [15]

A. a) Explain the following concepts related to industrial dispute : [08]
i) Lay off
ii) Retrenchment
b) What is Employee Discipline? State the causes of indiscipline among employees. [07]

OR

B. c) State and explain the grievance redressal procedure in India: [08]
d) What are the causes of industrial disputes? [07]

Q. 4 **Attempt either A or B.** [15]

A. a) What are the Objective trade unions? [08]
b) Discuss the obstacles to collective bargaining in India. [07]

OR

B. c) Explain the rights and privileges of a registered trade union. [08]
d) Describe the nature of collective bargaining. [07]

Q. 5 **Attempt either (A and B) or C.** [15]

A. Discuss the Trade union Act, 1946. [08]
B. Elaborate on the Factories Act, 1948. [07]

OR

C. **Short Note: (Any 3) (5 marks each)** [15]
a) Industrial Tribunal
b) Strike
c) Objectives of IR
d) Globalisation
e) Factors affecting IR

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