

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 _____.
(a) Turnover (b) Efficiency
(c) Conflict (d) Absenteeism
- ii). The Industrial Disputes Act was passed in _____.
(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 _____.
(a) 5 (b) 10
(c) 7 (d) 20
- v). Multiplicity of unions in India creates _____ in collective bargaining.
(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.
- b) Describe the role of state employers and unions in IR.

[08]

[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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