

(Theory Paper)

Paper Code : MCO-405(B)

(Industrial Relation and Labour Law)

Full Marks – 80

Time – Three hours

The figures in the margin indicate full marks for the questions.

1. Choose the correct answer :

1×6=6

(a) Who among the following advocated the Trusteeship theory of Trade Union ?

- (i) N. M. Lokhande (ii) B. P. Wadia
(iii) G. L. Nanda (iv) M.K. Gandhi

(b) Which of the following characteristics of Collective Bargaining is not applicable ?

- (i) It is a collective process
(ii) It is a flexible process
(iii) It is not a bipartite process
(iv) It is an interdisciplinary system.

(c) Who are not the Actors of Industrial Relation ?

- (i) Workers and their organisations
(ii) Employers and their organisations
(iii) Community and Cultural associations
(iv) Government and the role of the State

(d) Which of the following is not an objective of workers' education scheme of India ?

- (i) To make workers responsible
(ii) To make them efficient at work
(iii) To enable them to earn more
(iv) To make them responsible Union members and officers.

(e) In which type of collective bargaining workers lose something instead of gaining ?

- (i) Concession bargaining
(ii) Coalition bargaining
(iii) Productive bargaining
(iv) All of the above

(f) Which of the following is not a mode of workers' participation in management ?

(i) Works Committees

(ii) Employee stock option plan

(iii) Joint Management Council

(iv) Joint Committee for Policy Formulation.

2. Write brief notes on the following : $2 \times 5 = 10$

(a) Joint Management Council

(b) Adjudication

(c) Domestic Inquiry

(d) Bipartite Machinery

(e) Principle of Natural Justice.

3. Answer the following questions (any six) : $5 \times 6 = 30$

(a) State the process of Collective Bargaining.

(b) Distinguish between Collective Bargaining and Workers Participation in Management.

(c) Write briefly about some major problems of Trade Union in India.

(d) Write a short note on "Unfair Labour Practices".

(e) Write a note on Management Vs. Union.

(f) Discuss the role of State in Industrial Relation.

(g) Write a note on "Industrial Disputes Settlement through Arbitration.

(h) Write a short note on Ethical Codes.

(i) State the functions of Lok Adalat.

4. Answer any two questions : $10 \times 2 = 20$

(a) Describe the various approaches to Industrial Relation.

(b) Explain the methods of Settlement of Industrial Disputes as per Industrial Disputes Act, 1947.

(c) Discuss the major preventive machineries for handling Industrial Disputes in India.

5. Answer the following questions : $14 \times 1 = 14$

(a) What measures do you suggest to remove the existing Trade Union problems in India.

Or

(b) Highlight the initiatives which are undertaken by the Government of India for labour welfare.