

(Theory Paper)

Paper Code : MCO 405 (B)

(Industrial Relation and Labour Laws)

Full Marks – 80

Pass Marks – 32

Time – Three hours

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

1. Answer as per direction given below : $1 \times 6 = 6$

(a) Which of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947 ?

- (i) Conciliation officer
- (ii) Board of conciliation
- (iii) Arbitration
- (iv) Trade union

(b) Which of the following is not a party to Industrial Relation ?

- (i) Employees
- (ii) Employers
- (iii) Court
- (iv) Government

- (c) Gherao is a form of ____.
- Unfair trade practices
 - Unfair labour practices
 - Industrial disputes
 - Coercion
- (d) Lok adalat has been given ____ status under the Legal Services Authorities Act, 1987. (Fill in the blank)
- (e) The basic objective of ____ is to arrive at an agreement between the management and the employees determining mutually beneficial terms and conditions (Fill in the blank).
- (f) Threatening workmen with discharge or dismissal if they join a Trade union is an example of unfair labour practice (State true or false).

2. Answer the following questions in brief : 2×5=10

- State two objectives of Collective bargaining.
- Why do workers join a Trade Union ?
- What is compulsory arbitration ?

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- Name 3 pillars of Trade Union.
- What is Standing order ?

3. Answer any *six* from the following questions. 5×6=30

- Write a short note on "Principles of Natural Justice".
- Discuss briefly the problems faced by the Indian Trade Unions.
- Write a note on the Unitary approach in Industrial Relations.
- Discuss briefly about the dynamics of Industrial conflicts.
- Who is a Conciliation officer ? State the role of Conciliation officer.
- Point out the functions of "Code of discipline".
- State the matters that come within the jurisdiction of an Industrial Tribunal under Sec. 7A of Industrial Disputes Act, 1947.
- Write briefly about "Unfair Labour Practice."
- Discuss the role of Lok Adalat in Dispute Resolution.

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4. Answer any *two* questions from the following :

$10 \times 2 = 20$

(a) Discuss the various strategies of Collective Bargaining. 10

(b) Discuss the impact of technological changes on Trade union. 10

(c) What is Joint Management Council ? State the salient features of Joint Management Council. $2+8=10$

5. Answer any *one* question from the below :

$14 \times 1 = 14$

(a) Discuss the various roles and rights of Trade Union in India ? $7+7=14$

(b) Discuss the major causes of Industrial disputes in India and also explain the machinery available for resolving them under the Industrial Disputes Act, 1947 ? $7+7=14$