

Total number of printed pages-7

4 (Sem-3) IRL

2021

(Held in 2022)

**INDUSTRIAL RELATIONS AND
LABOUR LAWS**

(Management Major)

Paper : 3-6

Full Marks : 80

Time : Three hours

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

1. Choose the correct option from the following :

1×10=10

(i) Identify the major actor of industrial relations from the following :

(a) Employers

(b) Unions

(c) Government

(d) All of the above

Contd.

(ii) The utility of non-violence as the means of conflict resolution is the core principle of the :

- (a) Marxist approach
- (b) Gandhian approach
- (c) Human Relations approach
- (d) None of the above

(iii) What should be the minimum number of persons required to register a trade union ?

- (a) Six
- (b) Seven
- (c) Eight
- (d) Nine

(iv) Who are the actors of Industrial Relations ?

- (a) Workers and their organisations
- (b) Employers and their organisations
- (c) Government and the role of the State
- (d) All of the above

(v) Which is the machinery for settlement of Industrial Disputes ?

- (a) Industrial Tribunal
- (b) National Tribunal
- (c) Labour
- (d) All of the above

(vi) First National Commission on Labour (NCL) submitted its report in the year :

- (a) 1969
- (b) 1958
- (c) 1999
- (d) 1947

(vii) Who is an Adolescent as per Factories Act, 1948 ?

- (a) One who has completed 17 years of age
- (b) One who is less than 18 years
- (c) One who has completed 15 years but less than 18 years
- (d) None of the above

(viii) Which of the following are approaches to Industrial Relations ?

- (a) System Approach
- (b) Sociological Approach
- (c) Human Relations Approach
- (d) All of the above

(ix) Which of the following methods are used in Industrial Relations System ?

- (a) Collective Bargaining
- (b) Discipline Procedure
- (c) Grievance Redressal Machinery
- (d) All of the above

(x) Who is an Adult as per Factories Act, 1948 ?

- (a) One who has completed 18 years of age
- (b) One who is less than 18 years
- (c) One who is more than 14 years
- (d) One who is more than 15 years

2. Answer the following questions in brief :

2×5=10

- (a) What is retrenchment ?
- (b) What do you understand by industrial grievances ?
- (c) What is conciliation ?
- (d) What do you mean by Joint Management Councils ?
- (e) What is total disablement as per the Workmen's Compensation Act, 1923 ?

3. Answer **any four** questions from the following :

5×4=20

- (a) What are the objectives of Industrial Relations ?
- (b) Explain the features of collective bargaining.
- (c) What are the limitations of arbitration ?
- (d) Discuss the provisions of employment of women and young persons under the Factories Act, 1948.

(e) What are the objectives of Payment of Wages Act, 1936?

(f) Explain the essentials of strike under The Industrial Disputes Act, 1947.

4. Explain the scope and features of 'Factories Act, 1948'. 2+8=10

Or

Who is a labour welfare officer? Explain the various duties of labour welfare officer.

2+8=10

5. Explain the concept and functions of Trade Union. 10

Or

Briefly describe the various approaches to Industrial Relations. 10

6. Describe in details, the concept of workers' participation in management in the Indian context. 10

Or

Explain the various forms of Industrial Disputes. 10

7. Discuss the various provisions regarding health and welfare of labour under the Plantation Labour Act, 1951. 5+5=10

Or

What is 'voluntary' and 'compulsory' arbitration? Explain the arbitration procedure. 5+5=10