

B.B.A. Semester-V (Honours) Examination, 2022-23**BACHELOR OF BUSINESS ADMINISTRATION**

Course ID : 53216

Course Code : BBA/DSE-01

(HRM:Elective-I)

Course Title : Industrial Relations & Industrial Laws

Time : 3 Hours

Full Marks : 80

*The figures in the right-hand margin indicate marks.**Candidates are required to give their answers in their own words as far as practicable.***GROUP-A**

1. Answer **all** the questions: $1 \times 10 = 10$
- i) The scope of IR does not include
 - a) Employer and employee relation.
 - b) Employee and trade union relation.
 - c) Employer, employee and trade union relation.
 - d) Employee and customer relation
 - ii) Which of the following factor affecting IR?
 - a) Institutional Factors
 - b) Economic factors
 - c) Social factors
 - d) All of these.

- iii) The _____ participating in collective bargaining process must be strong democratic and enlightened.
 - a) Employers
 - b) Officials
 - c) Union
 - d) Employees
- iv. Joint Management Council deals with matters like _____ and _____.
 - a) Working conditions and Health issues
 - b) Training and development
 - c) Employee welfare and Apprenticeship scheme
 - d) Wages and Allowances
- v) The committees which promote workers' participation in management are usually established only at the
 - a) Corporate level
 - b) Plant level
 - c) Shop-floor level
 - d) All of the above

- vi) Industrial Disputes Act can be described as the milestone in the historical development of industrial law in India.
- a) True
 - b) False
 - c) None of the above
 - d) Both (a) & (b)
- vii) Who is the authority to certify a draft of standing order?
- a) Certifying officer
 - b) Labour commissioner
 - c) Regional labor commissioner
 - d) All of the above
- viii) Draft standing orders are to be submitted within
- a) Two years from the date on which the Act is applicable in five copies.
 - b) One year from the date on which the Act is applicable in five copies
 - c) Six months from the date on which the Act is applicable in five copies
 - d) Six months from the date on which the act is applicable in ten copies

- ix) Collective bargaining is a form of
- a) Participation
 - b) Agreement
 - c) Contract
 - d) Negotiation
- x) If any workman is suspended by the employer, the employer shall pay to such workman subsistence allowance at the rate of _____ of the wages which the workman was entitled to immediately preceding the date of such suspension, for the first ninety days of suspension.
- a) 75%
 - b) 50%
 - c) 60%
 - d) 70%

GROUP-B

2. Answer any **ten** questions: 2×10=20
- a) What do you mean by Industrial Relations?
 - b) What do you mean by Trade Union?
 - c) What is Industrial Conflict?
 - d) What do you understand by standing order?
 - e) Define Worker's participation in management.

- f) What do you mean by strike?
- g) Define closer'.
- h) What do you mean by Binding effect of standing order.
- i) What is discharge of an employee?
- j) What do conciliators and mediation officers do?
- k) What is a lock-out?
- l) What is certification?
- m) Can there be a strike or lock-out during the term of the collective agreement?
- n) Explain two responsibilities/duties of a worker/employee.
- o) What is retrenchment?

GROUP-C

3. Answer any **four** from the following: $5 \times 4 = 20$
- a) Explain the significance/importance of collective Bargaining.
 - b) Explain the rights of a worker at his workplace/ as an employee.
 - c) List out the preventive measures for Industrial Disputes and explain them.

- d) Explain the types of Strikes.
- e) Discuss the functions of Trade Unions.
- f) Explain the factors influencing Industrial Relations.

GROUP-D

4. Answer any **three** from the following: $10 \times 3 = 30$
- a) Briefly describe the causes of Industrial Dispute.
 - b) Discuss in detail the problem of trade union.
 - c) Elaborate the essentials of collective bargaining.
 - d) Enlist and explain the various statutory provisions for build a trade union.
 - e) Write down the importance of a healthy industrial relation in an industry.
 - f) State the comparison between Lockout and Closure and between Strike and Lockout.