

Seat No: - \_\_\_\_\_

Enrollment No: - \_\_\_\_\_

**PARUL UNIVERSITY  
FACULTY OF ARTS**

**M. Arts Mid-Term Examination 2022–23**

**Semester: - III**

**Date: 01/08/2022**

**Subject Code: - (Industrial Relation & Trade Union)**

**Time: 02:00 to 04:00 PM**

**Subject Name: - (15211202)**

**Total Marks: 40**

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Marks

06

Q.1 Do As Directed.

- 1 Which of the following is usually not an objective of industrial relations?  
(A) Connectedness (B) Collective wisdom  
(C) Conflict prevention (D) None of the above
- 2 Identify the major actor of industrial relations from the following  
(A) Employers (B) Unions  
(C) Government (D) All of the above
- 3 Job Evaluation is a technique which aims at:  
(A) Establishing fair and equitable pay structure (B) Analyzing-of requirement of updating technology  
(C) Assessing safety requirement of jobs (D) Improving productivity
- 4 When a young person joins an organization he needs some senior person in whom he can confide and get advice and support. Such relationship may be called:  
(A) Mentoring (B) Counselling  
(C) Listening (D) Understanding
- 5 Under which of the following situations may a union refuse to admit a person or expel a member?  
(A) Because they do not feel that they are a suitable member (B) Because of their financial means  
(C) Because of misconduct (D) Because of their current state of health
- 6 Which of the following is not a characteristic of trade union?  
(A) Voluntary association (B) Common goals  
(C) Intermediary (D) Individual actions
- 7 Which union is focused on making the skills of its members valuable and not easily replaceable in organizations?  
(A) Industrial union (B) Occupational union  
(C) General union (D) White-collar union
- 8 Which of the following is noted in your text as a current condition that makes it difficult to be specific about the nature of the employment relationship within organizations  
(A) The nature of work within modern organizations (B) A major reconfiguration of the labor market in most industrialized economies  
(C) A blurring of traditional boundaries between workers and their employing organizations (D) all of the above

- 9 Employees join the union to fulfill their \_\_\_\_ needs.  
 (A) Social (B) Esteem  
 (C) Economic (D) All of the above
- 10 Which of the following is not an approach to industrial relations?  
 (A) Unitary approach (B) Pluralistic approach  
 (C) Marxist approach (D) Employee's approach
- 11 Labor Law covers \_\_\_\_  
 (A) Industrial Relations (B) Workplace health and safety  
 (C) Employment Standards (D) All of the above
- 12 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
- B. Terms / Short Notes / Case Study / Charts / Graphs/ Tables, etc. (Each of 01 mark) (04)**
- 1 What is Trade Union?  
 2 What is Collective Bargaining?  
 3 What is Trade Union Federation?  
 4 What is Services Organization?
- Q.2 Answer the Following.**
- 1 Discuss the Separation between Capital and Labor? (04)  
 2 Discuss the Emergence of Trade Unionism? (04)
- OR
- 2 Discuss the Trade Union Federations? (04)
- Q.3 Answer the Following.**
- 1 Discuss the Problems of Government and Administration in IRTU? (05)  
 2 Discuss the Arguments against Compulsory Unionism. (05)
- OR
- 2 Discuss the Attitude of Employers towards Unionism. (05)
- Q.4 Answer the Following.**
- 1 Role of Political Parties in IRTU? (06)  
 2 Discuss the Present Administrative Structure in IRTU? (06)
- OR
- 2 Discuss the Trade Unions as Service Organizations. (06)

\*\*\*\*\*All the Best\*\*\*\*\*

Seat No: - \_\_\_\_\_

Enrollment No: - \_\_\_\_\_

**PARUL UNIVERSITY  
FACULTY OF ARTS**

**M. Arts Mid-Term Examination 2022–23**

**Semester: - III**

**Date: 01/08/2022**

**Subject Code: - (Industrial Relation & Trade Union)**

**Time: 02:00 to 04:00 PM**

**Subject Name: - (15211202)**

**Total Marks: 40**

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Marks

06

Q.1 Do As Directed.

- 1 Which of the following is usually not an objective of industrial relations?  
(A) Connectedness (B) Collective wisdom  
(C) Conflict prevention (D) **None of the above**
- 2 Identify the major actor of industrial relations from the following  
(A) Employers (B) Unions  
(C) Government (D) **All of the above**
- 3 Job Evaluation is a technique which aims at:  
(A) **Establishing fair and equitable pay structure** (B) Analyzing-of requirement of updating technology  
(C) Assessing safety requirement of jobs (D) Improving productivity
- 4 When a young person joins an organization he needs some senior person in whom he can confide and get advice and support. Such relationship may be called:  
(A) **Mentoring** (B) Counselling  
(C) Listening (D) Understanding
- 5 Under which of the following situations may a union refuse to admit a person or expel a member?  
(A) Because they do not feel that they are a suitable member (B) Because of their financial means  
(C) Because of misconduct (D) **Because of their current state of health**
- 6 Which of the following is not a characteristic of trade union?  
(A) Voluntary association (B) Common goals  
(C) Intermediary (D) **Individual actions**
- 7 Which union is focused on making the skills of its members valuable and not easily replaceable in organizations?  
(A) Industrial union (B) **Occupational union**  
(C) General union (D) White-collar union
- 8 Which of the following is noted in your text as a current condition that makes it difficult to be specific about the nature of the employment relationship within organizations  
(A) The nature of work within modern organizations (B) A major reconfiguration of the labor market in most industrialized economies  
(C) A blurring of traditional boundaries between workers and their employing organizations (D) **all of the above**

- 9 Employees join the union to fulfill their \_\_\_\_ needs.  
 (A) Social (B) Esteem  
 (C) Economic (D) **All of the above**
- 10 Which of the following is not an approach to industrial relations?  
 (A) Unitary approach (B) Pluralistic approach  
 (C) Marxist approach (D) **Employee's approach**
- 11 Labor Law covers \_\_\_\_  
 (A) Industrial Relations (B) Workplace health and safety  
 (C) Employment Standards (D) **All of the above**
- 12 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**
- B. Terms / Short Notes / Case Study / Charts / Graphs/ Tables, etc. (Each of 01 mark) (04)**
- 1 What is Trade Union?  
 2 What is Collective Bargaining?  
 3 What is Trade Union Federation?  
 4 What is Services Organization?
- Q.2 Answer the Following.**
- 1 Discuss the Separation between Capital and Labor? (04)  
 2 Discuss the Emergence of Trade Unionism? (04)
- OR
- 2 Discuss the Trade Union Federations? (04)
- Q.3 Answer the Following.**
- 1 Discuss the Problems of Government and Administration in IRTU? (05)  
 2 Discuss the Arguments against Compulsory Unionism. (05)
- OR
- 2 Discuss the Attitude of Employers towards Unionism. (05)
- Q.4 Answer the Following.**
- 1 Role of Political Parties in IRTU? (06)  
 2 Discuss the Present Administrative Structure in IRTU? (06)
- OR
- 2 Discuss the Trade Unions as Service Organizations. (06)

\*\*\*\*\*All the Best\*\*\*\*\*