

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons) Summer 2022 – 2023 Examination

Semester: 04**Subject Code: 16104251****Subject Name: Industrial Relationship****Date: 25-03-2023****Time: 10:30am to 01:00pm****Total Marks: 60****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.

Q.1 Do as directed.**A) Multiple choice type questions. (Each of one mark)****(06)**

1. Industrial relations cover the following area(s)
 - a) Collective bargaining
 - b) Labour legislation
 - c) Industrial relations training
 - d) All of the above
2. _____ theory of IR is also known as Oxford Model.
 - a) Pluralist Theory
 - b) Trusteeship Theory
 - c) Dunlop System Theory
 - d) Structural Theory
3. Which of the following is not an approach to industrial relations?
 - a) Unitary approach
 - b) Pluralistic approach
 - c) Marxist approach
 - d) Employee's approach
4. ILO stand for –
 - a) International Labour Output
 - b) Internal Labour Output
 - c) International Labour Organization
 - d) Internal Labour Organization
5. Pluralistic approach perceives _____ as legitimate representative of employee interests
 - a) Trade unions
 - b) Management
 - c) Board of Directors
 - d) None of the above
6. _____ approach of Industrial Relations is based on the assumption that the organization is an integrated group of people with a single authority and a set of common objectives.
 - a) Radical
 - b) Unitary
 - c) Pluralistic
 - d) Conservative

B) Explain Following Terms. (Each of one mark)**(06)**

1. State one importance of Collective Bargaining.
2. Who gave the structural contradictions theory?
3. Define strike.
4. Define Lockout.
5. Industrial Dispute
6. Industrial Conflict

Q.2 Numerical / Short Note Questions. (Each of 04 mark)**(12)**

1. Explain Adjudication.
2. State the objectives of ILO.
3. Write a note on approaches to IR.

Q.3 Answer the following. (Any Three)**(18)**

1. Write a full note on causes of Industrial Conflict.
2. Discuss in detail the theories of Trade Union.
3. Explain in detail the forms of strikes.
4. "ILO is a tripartite organization." - Discuss.

Q.4 Answer the following. (Any two)**(18)**

1. Explain the growth of Trade Union in detail.
2. Write an essay on machinery for prevention and settlement of industrial dispute.
3. Explain the organs of ILO and the history of ILO.