

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Winter 2018-19 Examination

Semester: 2**Subject Code: 10202153****Subject Name: Industrial Relations****Date: 05/12/2018****Time: 10:30am to 1:00 pm****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.1A) Choose the Correct answer. (Each of one marks)**(10)**

1. The following is (are) included in ILO's standards with regard to industrial relations
 - a. Right of association
 - b. Tripartite consultants
 - c. Right to organize and collective bargaining
 - d. all of the above
2. The utility of non-violence as the means of conflict resolution is the core principle of the _____ approach
 - a. Marxist
 - b. Gandhian
 - c. Human Relations
 - d. Giri
3. Management's malpractices are also one of the causes of disciplinary violation. True/False
4. The balance of the power is not vested with any one group, rather it is maintained between the parties to the industrial relations
 - a. Social action system
 - b. Unitary Approach
 - c. System approach
 - d. Pluralist approach
5. Discipline improves and stabilizes the personality of the workers- True/False
6. Industrial Relations cover the following areas:
 - a. Collective bargaining
 - b. Industrial Relations training
 - c. Labor legislations
 - d. all of the above
7. Which of the following is usually not an objective of Industrial Relations?
 - a. Connectedness
 - b. collective wisdom
 - c. conflict prevention
 - d. none
8. the organization is perceived as an integrated and harmonious whole with the ideal of "one happy family"
 - a. Social action system
 - b. Unitary Approach
 - c. System approach
 - d. Pluralist approach
9. Adjudication is the ultimate legal remedy for settlement of industrial dispute. True/False
10. Joint management councils are set up for the whole unit and deals with matters relating to optimum production and efficiency and the fixation of productivity norms for man and machine as a whole. True/False

Q.1B) What do you mean by Industrial Relations? Explain the factors influencing Industrial Relations**(05)****Q.2A) Explain the terms (Each of One marks)****(10)**

1. List two effects of poor IR
2. What do you mean by grievance?
3. ILO stands for?
4. What do you mean by Industrial Relations?
5. State one difference between IR and HR.
6. What do you mean by the term "conciliation"?
7. Who are the parties of IR?
8. What are Tripartite bodies?
9. Give categories of labor legislations
10. What do you mean by white collar trade union?

Q.2B) Define the following terms.**(05)**

1. Trade Unions
2. Industrial Dispute

Q.3A) Explain Grievance Redressal procedure**(10)**

OR

- Q.3A)** What do you mean by discipline? Explain the main causes of discipline violation and how to enforce the discipline? **(10)**
- Q.3B)** Propose suggestions for development of trade Union **(05)**
- Q.4A)** What do you mean by collective bargaining? Explain the process of collective bargaining **(10)**
- Q.4B)** Explain the types of arbitration. **(05)**

OR

- Q.4B)** Write a note on structure of Trade Union **(05)**