

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

Semester: 2

Date: 20/04/2019

Subject Code: 10202153

Time: 10:30 am to 1:00 pm

Subject Name: Industrial Relations

Total Marks: 60

Instructions:

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

Q.1 (a) True or False.**(10)**

1. Grievance must be resolved as near as the point of its origin.
2. Arbitration and adjudication are same process.
3. IR is a coin having two faces- cooperation and conflict.
4. Trade Union exists because an individual worker has power to influence decisions that are made about his/her jobs.
5. Discipline=restraint + orderly behavior + respect & willing obedience of authority
6. In collective bargaining, bargain refers to fight for rights.
7. Management's malpractices are also one of the causes of disciplinary violation.
8. Discipline improves and stabilizes the personality of the workers.
9. Collective bargaining is concerned with the relations between trade union and management.
10. IR and HR is the same concept.

Q.1 (b) Write note on arbitration.**(05)****Q.2 (a) Answer in one sentence.****(10)**

1. Who are the parties of Industrial Relations?
2. What is award in Industrial Relations?
3. Define collective bargaining.
4. When the Industrial Dispute Act did get enacted?
5. Write any two challenges faced by IR?
6. What is the primary difference between HRM and IR?
7. Define Social Security.
8. Give 2 example of grievance in IR.
9. What are the main aspects/components of IR?
10. Write any two problems/weaknesses of trade union.

Q.2 (b) Write note on importance of Industrial Relations.**(05)****Q.3 (a) Explain the grievance redressal machinery as under Industrial Dispute Act (ID).****(10)****OR****Q.3 (a) Explain in detail the types of labour legislation in India****(10)****Q.3 (b) Short Note: Trade Union and its functions.****(05)****Q.4 (a) Discuss the functions, features and process of collective bargaining in brief.****(10)****Q.4 (b) Write a note on Discipline Maintenance System.****(05)****OR****Q.4 (b) What is Grievance? Briefly explain the model Grievance procedure.****(05)**