

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW/HRM-Summer 2017-18 Examination**

**Semester: 2****Subject Code: 10202153****Subject Name: Industrial Relations****Date: 23/05/2018****Time: 10:30 am to 01:00 pm****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.****(05)**

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

**Q.1 (b) Elaborate in brief the Objectives of Industrial Relations****(05)****Q.2 (a) Answer in one sentence.**

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

**(10)****Q.2 (b) What is Arbitration? Explain the types of arbitration.****(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 Function****(05)****Q.4 (a) Write a note on functions, features and process of collective bargaining in brief.****(10)****Q.4 (b) What is Grievance? Briefly explain the model Grievance procedure.****(05)**

**OR**

**Q.4 (b) Write a note on Discipline Maintenance System.****(05)**