

**PARUL UNIVERSITY**  
**FACULTY OF COMMERCE**  
**B.Com(Hons) Summer 2018 – 19 Examination**

Semester: 4

Subject Code: 16104251

Subject Name: Industrial Relationship

Date: 13/04/2019

Time: 10:30am to 1:00pm

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. \_\_\_\_\_ approach of Industrial Relations is based on the assumption that the organization has different values, interests and objectives.
 

a) Radical	b) Unitary
c) Pluralistic	d) Conservative
2. \_\_\_\_\_ theory of IR was given by Keith Davies.
 

a) Pluralist Theory	b) Trusteeship Theory
c) Dunlop System Theory	d) Human Relations Theory
3. A Labour Welfare Officer is appointed in every factory wherein there are \_\_\_\_ or more workers employed.
 

a) 200	b) 250
c) 500	d) 550
4. \_\_\_\_ day notice period must be given by workers before going on a strike.
 

a) 14	b) 10
c) 15	d) 7
5. \_\_\_\_\_ function includes affiliating a trade union to a political party.
 

a) Militant	b) Social
c) Fraternal	d) Political
6. Webb's \_\_\_\_\_ book is considered a Bible for Trade Unionism.
 

a) Industrial Dynamics	b) Industrial Democracy
c) Industrial Disputes	d) Industrial Deployment

**B) Definitions / One-liners / Terms. (Each of one mark)****(06)**

1. Define Trade Union.
2. What is Industrial Conflict?
3. Define Lockout.
4. Which are the three parties involved in ILO.
5. Define strike.
6. What do you understand by the Classical form of Trade Union.

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

1. Write a short note on Adjudication.
2. Explain in brief the Organs of ILO.
3. Briefly explain the duties of Labour Welfare Officer.

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

1. Discuss in detail the forms of strikes.
2. Explain the causes of Industrial Conflict.
3. Explain the features of Collective Bargaining.
4. Discuss the objectives of ILO.

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

1. Explain in detail the machinery for prevention and settlement of industrial dispute.
2. Discuss in detail the roles and responsibilities of a Welfare Officer under Factory Act.
3. Discuss in detail the theories of Trade Union.