

PARUL UNIVERSITY
FACULTY OF COMMERCE
B.Com. (Hons), Winter 2019–20 Examination

Semester: 4
Subject Code: 16104251
Subject Name: Industrial Relationship

Date: 18/12/2019
Time: 2:00pm to 4:30pm
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 is an integrated group of people with a single authority and a set of common objectives.

a) Radical	b) Unitary
c) Pluralistic	d) Conservative
2. _____ theory of IR is also known as Oxford Model.

a) Pluralist Theory	b) Trusteeship Theory
c) Dunlop System Theory	d) Structural Theory
3. ILO stand for -

a) International Labour Output	b) Internal Labour Output
c) International Labour Organization	d) Internal Labour Organization
4. AITUC stands for -

a) All India Trade Unity Congress	b) All India Trade Union Conference
c) All India Time Unity Conference	d) All India Trade Union Congress
5. _____ function includes carrying out social service activities.

a) Militant	b) Social
c) Fraternal	d) Political
6. According to Factories Act 1948, a welfare officer is appointed in the organization where there are _____ or more workers.

a) 400	b) 500
c) 200	d) 600

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

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

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

1. Write a short note on Adjudication.
2. Explain in detail approaches to IR.
3. "ILO is a tripartite organization." - Explain.

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 growth of Trade Union in detail.
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 theories of Trade Union.
3. Discuss in detail the organs of ILO and the history of ILO.