

SARDAR PATEL UNIVERSITY

MHRD EXAMINATION, I SEMESTER

MONDAY: DATE: 18/11/2013

SESSION: MORNING TIME: 10:30AM TO 1:30PM

SUBJECT CODE: PA01CHRD02/PAPER NO. 2

SUBJECT/COURSE TITLE: INDUSTRIAL RELATIONS

TOTAL MARKS=70

Q1 : TICK THE APPROPRIATE ANSWER

1x10=10

- (i) Identify the main actor of industrial relations from the following:
 - (a) Employers
 - (b) Union
 - (c) Government
 - (d) All of the above
- (ii) The process by which third party persuades disputants to come to an amicable adjustment of claims is called?
 - (a) Arbitration
 - (b) Conciliation
 - (c) Collective bargaining
- (iii) The temporary closing of the place of employment or the suspension of the work, or refusal by any employer is:
 - (a) Lay off
 - (b) Lock out
 - (c) Retrenchment
- (iv) The management should redress only those grievances which are:
 - (a) Real
 - (b) Imaginary
 - (c) Real and imaginary
 - (d) None of the above
- (v) Which of the following is not a grievance concerned with supervision?
 - (a) A misunderstanding between a supervisor and a worker
 - (b) Rigidity in the interpretation of rules and regulations
 - (c) Ambiguous job instruction
 - (d) Violation and/or non fulfillment of the terms of collective bargaining agreements.
- (vi) Organizations presently are taking measures to satisfy the workers through various methods including the schemes of workers participation in management?
 - (a) True
 - (b) False
- (vii) An interim or final order pertaining to industrial dispute passed by industrial tribunal /labour court is called?
 - (a) Judgment
 - (b) Order
 - (c) Award

- (viii) Workers committee is to be constituted in an industry which is employing ----- or more employees?
(a) 75
(b) 90
(c) 100
(d) 80
- (ix) Arbitration is less expensive than other procedures:
(a) True
(b) False
- (x) When both the parties agree to reference of dispute to settlement, the government is force to refer the matter to the compulsory adjudication
(a) True
(b) False

Q-2 Answer in brief

5x3=15

- (i) What is Collective Bargaining and who can participate in collective bargaining?
(ii) What are the measures to prevent the strikes?
(iii) What are Bipartite Bodies?

Q-3 What are Industrial Relations? What are the factors affecting Industrial Relations? 1x15=15

OR

Explain any two settlement machinery

Q-4 What is Industrial Dispute? What are the impacts of Industrial Disputes?

1x14=14

OR

What are grievances? What are the causes of grievances?

Q-5 Write short note on the following (any two)

8x2=16

- (i) Standing orders
(ii) Strikes
(iii) Labour welfare
(iv) Tripartite Bodies

—X—X—