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Sardar Patel University
Vallabh Vidyanagar

MHRM IIIrd Semester External Examination October 2016

PA03EHRM 14 – Employment Relation

Day : Thursday Date : 27/10/2016 Time: 10.00 to 1.00 p.m.

Marks : 70

Q.1 Multiple Choice Question –Attempt All

(10)

1. What do you understand by Marxist Approach ?
 - a. Conflict between labour and management inevitable
 - b. Conflict between labour and labourers
 - c. Conflict between labour and stakeholders
 - d. None of the above
2. Trade union act came in the year
 - a. 1920
 - b. 1921
 - c. 1924
 - d. 1926
3. Arbitration Act enacted in the year
 - a. 1915
 - b. 1925
 - c. 1935
 - d. 1940
4. Code of Civil procedure enacted in the year
 - a. 1708
 - b. 1808
 - c. 1908
 - d. None of the above
5. ILO Declaration on Fundamental Principles and Rights at Work
 - a. 1958
 - b. 1968
 - c. 1978
 - d. 1998
6. Industrial Truce Resolution took place in
 - a. 1947
 - b. 1957
 - c. 1967
 - d. None of the above
7. The process of encouraging the aggravated parties to come together for mediation.
 - a. Adjudication
 - b. Grievance
 - c. Conciliation
 - d. None of the above
8. Tripartite Bodies began as a statutory organization by the recommendation of the :
 - a. Smitch Commision
 - b. Royal Commision
 - c. Whitey Commission
 - d. Stanford commission

9. Participative (or participatory) management, otherwise known
 - a. Employee Involvement
 - b. Labour Turnover
 - c. Decision making process
 - d. None of the above
10. Criminal conspiracy in trade disputes falls under section—of the Trade Union Act
 - a. Section 15
 - b. Section 16
 - c. Section 17
 - d. None of the above

(10)

Q2. Definitional Terms —(Attempt any 5)

- A Negotiation Skills.
- B Conciliation
- C Arbitration
- D Adjudication
- E Trade dispute
- F Works committee
- G Strikes and Lock out

(20)

Q.3 Answers in brief ((Attempt any 5)

- A Explain scope of Industrial Relation
- B Grievance function in Industrial Relation
- C What are the strategy of Industrial Relation
- D How employee involvement strengthen employee relation
- E What do you understand by National Tribunals?
- F What do you understand by term Employer as per Industrial Dispute Act 1947
- G When Grievance settlement authority being established in any industry

Q.4 Answer the following (Attempt any 2)

(30)

- A Discuss the development of Trade union in India
- B Describe the main provision of Industrial Dispute Act 1947
- C Enumerate the evolutions of industrial relations and discuss the recent development took place in the field of industrial relation
- D Narrate the duties of conciliation officers mention in Industrial Dispute Act 1947
- E Write a note on Collective Bargaining

— X (2) — X —