

SEAT NO. _____

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Sardar Patel University

MSW: (HR) - IIIrd Semester Examination: January -2021

Subject: Employment Relations

Subject code: PA03ESHR24

Date: 01.01.2021

Time: 2:00 PM to 4:00 PM

Day: Friday

Total Marks: 70

Que.1 Multiple choice questions.

8 Marks

1. ____ is /are objective/s of IR?
 - a. To enhance economic status of the worker
 - b. To extend industrial democracy
 - c. To minimise industrial conflicts
 - d. All of the above
2. The trusteeship theory advocated by ____.
 - a. Karl Marx
 - b. V.V.Giri
 - c. Kurt Lewin
 - d. Mahatma Gandhiji
3. In which year ILO was established?
 - a. 1899
 - b. 1909
 - c. 1919
 - d. 1929
4. Temporarily closing of a place of employment is known as ____.
 - a. Lay -off
 - b. Lock -out
 - c. Closure
 - d. Retrenchment
5. ____ is the highest level of involvement of the employees in the management.
 - a. Informative Level
 - b. Consultive Level
 - c. Decision Making Level
 - d. None of the above
6. ____ is/are element/s of the Employee involvement .
 - a. Free flow of communication
 - b. Implementation of Decision
 - c. Mutual trust
 - d. All of the above
7. Which is the correct chronology of Dispute settlement Machinery?
 - a. Board of Conciliation, Conciliation Officers, Court of inquiry, Labour court, Industrial Tribunal, Work Committee
 - b. Work Committee, Conciliation Officer, Board of Conciliation, Court of inquiry , Labour Court, Industrial Tribunal
 - c. Work Committee, Labour court, Board of Conciliation, Conciliation Officers, Court of inquiry, Industrial Tribunal
 - d. Conciliation Officers, Court of inquiry, Industrial Tribunal, Work Committee, Labour court, Board of Conciliation
8. Discipline in industry is known as ____.
 - a. Management's Complaint against an employee
 - b. Employee's complaint against management.
 - c. Employee's complaint against an employee
 - d. None of these

(P.T.O)

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Que. 2 Write long questions. (Any two)

40 Marks

1. Define the term Industrial Relation and discuss various approaches of IR in detail.
2. Discuss meaning and functions of trade union in detail.
3. Write detailed note on Employment Involvement.
4. Discuss Grievance handling procedure in detail

Que.3 Write short notes. (Any two)

22 Marks

1. Trade Union Act
2. Collective Bargaining
3. Discipline in Industry
4. Trends in Employment Relations

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