

SEAT No. _____

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SARDAR PATEL UNIVERSITY
MSW (HR) III - Examinations 2018-19
Sem

Paper Code: PA03ESHR24
Paper Title: Employment relations
Course: MSW(HR) - III Sem

Date:- 27/10/2018, Saturday
Total Marks: 70
Time: 10.00 AM TO 01.00 PM

Q.1 Multiple Choice Questions

10 Marks

- 1 In which year Industrial dispute Act, enacted.
a) 1947 b) 1948 c) 1950 d) 1955
- 2 Relationship between employee-employer, employer-employee and employee-employee is known as _____.
a) Industrial relations b) Industrial dispute c) Trade union d) All of these
- 3 Abbreviation 'ILO' In which 'I' Stands for _____.
a) International b) Indian c) Ireland d) None of these
- 4 All Indian Trade Union Congress is well known _____ in India
a) Trade union b) Non Government Organization c) Employer organization d) A and B
- 5 Presenting the Charter of demand in front of management is an important task of _____.
a) Collective bargaining b) Negotiation c) Trade union d) None
- 6 _____ is known as the process of negotiation between employers and a group of employees aimed at agreements to regulate working salaries, working conditions, benefits, and other aspects of workers' compensation and rights for workers.
a) Collective bargaining b) Negotiation c) Trade union d) None
- 7 _____ among the following is not the dispute settlement machinery.
a) District magistrate b) Conciliation officer c) Industrial tribunal d) A and B
- 8 The process of empowering employees participation in managerial decision-making in the Organization is called employee involvement.
a) True b) False c) None
- 9 Authorized person who use legal technique for the resolution of disputes outside the courts, wherein the parties to a dispute refer the dispute to one or more persons by whose decision they agree to be bound is known as _____.
a) Arbitrator b) Award c) Labor commissioner d) Conciliation officer

- 10 Grievance is informal complaint that is raised by an employee towards an employer within the workplace.
a) True b) False c) None

ANSWER IN DETAILS

Q.2 .What is industrial Dispute? Explain legal framework of the industrial Dispute Act.

15 marks

Or

Q.2 What is trade Union? Explain the legal framework of trade union Act.

Q.3.What is Employer's organization? Explain the various developmental stages of trade union in India.

15 marks

Or

Q.3. What is amalgamation? Discuss the structure and function of trade union with suitable examples.

Q.4. What is negotiation? Explain the various modern trends in employment relations.

15 Marks

Or

Q.4 Discuss the strategies for Implementing Participation of employee involvement in organization.

Q. 5) SHORT NOTES (ANY TWO)

15 Marks

- 1) Employment relations
- 2) Grievance
- 3) Managerial unionism

— X —
(2)