

Roll No.

MS-304/HR-2304

Labour Laws for Managers

(प्रबन्धकों के लिए श्रम सन्निधयम)

Master of Business Administration/P. G. Diploma
in Human Resource Management
(MBA-10/12/13/16/17/PGDHRM-10/16/17)

Fourth/Second Semester, Examination, 2018

Time : 3 Hours

Max. Marks : 80

Note : This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

Section-A

(Long Answer Type Questions)

Note : Section 'A' contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. Discuss the provisions for registration of trade unions in the Trade Unions Act, 1926.
2. What are the essential conditions for the success of collective bargaining in India ?
3. What are the authorities for the settlement of industrial disputes under the Industrial Disputes Act, 1947 ?

(B-67) P. T. O.

4. Explain the provisions for submissions of draft standing orders under the Industrial Employment (Standing Orders) Act, 1946.

Section-B

(Short Answer Type Questions)

Note : Section 'B' contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer *four* (04) questions only.

1. Discuss the constitutional framework of Industrial Relations.
2. Explain the Office Bearers of Trade Unions.
3. Describe different approaches to Collective Bargaining.
4. What are Unfair Labour Practices ?
5. Distinguish between industrial and individual disputes.
6. What are instruments of Economic Coercion ?
7. Discuss the concept and nature of Standing Orders.
8. What are the different levels of Workers' Participation in Management ?

Section-C

(Objective Type Questions)

Note : Section 'C' contains ten (10) objective type questions of one (01) mark each. All the questions of this section are compulsory.

Choose the correct answer :

1. The Trade Union Act was enacted in the year :
(a) 1947

- (b) 1946
 - (c) 1945
 - (d) None of these
2. The Registrar of Trade Unions for each State shall be appointed by :
- (a) Local Government
 - (b) International Labour Court
 - (c) Appropriate Government
 - (d) None of these
3. A process of discussion and negotiation between the two parties, one or both of whom is a group of persons acting in concert, the process is known as :
- (a) Collective Bargaining
 - (b) Industrial dispute
 - (c) Strike
 - (d) None of these
4. Section 3 of the ID Act requires an employer of any industrial establishment to constitute a Works Committee where the number of workers are employed or have been employed in the preceding twelve months. The number of workers employed is :
- (a) 100 or more
 - (b) 150 or more
 - (c) 75 or more
 - (d) None of these

5. The functions of a tribunal are of a :
 - (a) Civil Court
 - (b) Quasi-judicial
 - (c) Judicial
 - (d) None of these
6. The Central Government may constitute one or more of these for the adjudication of industrial dispute :
 - (a) Industrial Tribunal
 - (b) Courts of Enquiry
 - (c) Board of Conciliation
 - (d) National Tribunal
7. The Industrial Employments (Standing Orders) Amendment Act, 1982, came into force with effect from :
 - (a) 17th May, 1982
 - (b) 1st April, 1982
 - (c) 30th June, 1982
 - (d) None of these
8. It is obligatory on the part of an employer of an establishment to furnish copies of the draft standing orders to the Certifying Officer to which the act applies ?
 - (a) One copy
 - (b) Five copies
 - (c) Two copies
 - (d) None of these

9. The certified standing orders become enforceable from the date on which the authenticated copies of the same are sent to the parties by the Certifying Officer ?
- (a) On the expiry of 15 days
 - (b) On the expiry of 30 days
 - (c) On the expiry of 45 days
 - (d) None of these
10. 'Quality Circles' are a form of :
- (a) Workers' participation in management
 - (b) Collective Bargaining
 - (c) Trade unionism
 - (d) None of these