

B. COM
Third Semester
INDUSTRIAL RELATIONS & LABOUR LAWS
(BCM – 15 B)

Duration: 3Hrs.

Full Marks: 70

Part-A (Objective) =20
Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Answer any *five* of the following questions:

1. Define Industrial Relation. Analyze Gandhian perspectives towards Industrial Relation. (2+8=10)
2. Define Industrial Dispute. Briefly elaborate its causes and impact. (2+4+4=10)
3. What do you mean by Workers Participation in Management? Discuss its importance and different forms. (2+4+4=10)
4. Write short notes on: (5+5=10)
 - a) Conciliation
 - b) Arbitration
5. Define trade union. Discuss the rights and privileges granted to the members of a registered trade union both collectively and individually. (2+8=10)
6. Explain the term 'Factory' as defined under the Factories Act, 1948. Discuss in brief four provisions of the Act regarding safety and four provisions regarding welfare of workers. (2+8=10)
7. What is 'Allocable Surplus' under the payment of Bonus Act, 1965? What is the minimum amount of bonus to which the employees are entitled under the Act and is there any restriction on the maximum amount of bonus that can be demanded by the employees. (2+8=10)

8. What are the objects of the Workmen's Compensation Act, 1923? Discuss its scope and application. (5+5=10)

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Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Choose the correct answer:

1×20=20

1. How many tiers does the Indian adjudication system have?
a. 2 b. 3 c. 4 d. 5
2. _____ officer has no powers of coercion over labour and management she can only persuade them to climb down and meet each other
a. Conciliation b. Judicial
c. Arbitration d. None of the above
3. In _____ arbitration, the dispute can refer for arbitration only if the parties agree to the same.
a. Compulsory b. Voluntary
c. Both a & b d. Neither a nor b
4. _____ of a Trade Union receives importance when there are multiple trade unions in an establishment.
a. Registration b. Formation
c. Recognition d. None of the above
5. The Industrial Disputes Act, 1947 provides for the setting up of a Works Committee in all concerns employing ____
a. More than 500 workers b. More than 200 workers
c. More than 100 workers d. More than 50 workers
6. _____ is a system of industrial relations where social and labour issues are discussed between trade unions and management, usually at the enterprise level.
a. Bipartism b. Tripartism
c. Both a & b d. Neither a & b
7. Trade Union cannot play important role in workers education in an establishment.
a. True b. False
8. Labour Welfare Officer is appointed under Industrial Disputes Act, 1947.
a. True b. False

9. Gandhiji believed that worker should go for strike as the last resort only.
a. True b. False
10. The final outcome of collective bargaining is also influenced by the skill of the one or both party.
a. True b. False
11. Factory does not include a mine, a railway running shed or a hotel.
a. True b. False
12. A person to be worker within the meaning of the definition under Factories Act may or may not receive wages.
a. True b. False
13. A trade union can also be registered under the Societies Registration Act, The Co-operative Societies Act and The Companies Act.
a. True b. False
14. Strike is a weapon of the workers while lock-out is that of the employer.
a. True b. False
15. A lay-off is not the same thing as the order of dismissal, but akin to an order of suspension.
a. True b. False
16. An employee suspended but subsequently reinstated with full back wages cannot be treated eligible for bonus for the period of suspension.
a. True b. False
17. The Bonus Act does not create a statutory liability on employers for the payment of bonus.
a. True b. False
18. All wages shall be paid in current coins or currency notes or in both.
a. True b. False
19. The Contract Labour (Regulation and Abolition) Act, 1970 shall not apply to establishment in which work only of an intermittent or casual nature is performed.
a. True b. False
20. The Workmen's Compensation Act applies to workmen employed in factories only and not in mines, railways, plantation etc.
a. True b. False
