

M.A. DEGREE EXAMINATION, NOVEMBER 2019
II Year III Semester
Industrial Relations and Labour welfare

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define Industrial Relations.
2. What do you mean by Collective Bargaining?
3. Define Social Security.
3. Explain the concept of Labour Welfare.
4. State anyone fundamental principle of ILO.
5. State anyone cause for poor industrial relations.
6. Define Trade Union.
7. Mention the criteria for membership in Trade Union.
8. State any one objective of Industrial Relation.
9. What is unfair labour practice?
10. Mention the various approaches of Industrial Relations.
11. Define a Strike.
12. What do you mean by Absenteeism?

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Explain the causes of Industrial Disputes.
14. Elucidate the fundamental principles of ILO.
15. Highlight the scope and objective of Social Security.
16. Explain the functions of trade union.
17. What are the objectives of Workers Participation in Management?
18. What are the functions of Labour Welfare Officer?
19. Write about the Nature of Industrial Conflicts.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. Around 4000 contract workers of a manufacturing plant at Gurgaon. A contractual worker is paid between Rs. 4000-6700 per month as against Rs. 40,000, the salary of a permanent worker performing the same job. Rs. 10 is deducted daily for food and tea only from the casual workers' salary. The three major contractors who recruit workers not only get low wages but also do not receive any pay slip or cards. The casual helper at the plant gets a meagre Rs. 2000-2500 at the end of the month. The management and the contractors are equally involved in the exploitation of the contract worker.

There is no union in the unit, but the casual workers of the company unanimously decided to protest and braving all kinds of threats and machinations by the management, they determinedly continued with their strike. As per the IR framework, what would be your possible intervention and measures to ensure restoration of normalcy.

PART - B

Answer any **TWO** questions

21. Briefly explain the machineries involved in settlement of Industrial Dispute.
22. Explain the Trade Union Movement in India.
23. Highlight the Problems faced by Women workers in India.
24. What are the causes and types of Industrial Dispute?

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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