

Roll No.

Total No. of Questions : 09

Total No. of Pages : 02

B.Com (Honours) (Sem.-6)

INDUSTRIAL RELATIONS AND LABOUR LAWS

Subject Code : BCOM601-18

M.Code : 79470

Date of Examination : 04-07-22

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A is COMPULSORY consisting of TEN questions carrying TWO marks each.
2. SECTIONS-B consists of FOUR Sub-sections : Units-I, II, III & IV.
3. Each Sub-section contains TWO questions each, carrying TEN marks each.
4. Student has to attempt any ONE question from each Sub-section.

SECTION-A

1. Write briefly :

- a. Factors affecting industrial relations.
- b. Quality Circles.
- c. Prerequisites for collective bargaining.
- d. Bonus.
- e. Industrial Disputes.
- f. Types of Worker's Participation.
- g. Adjudication.
- h. List any four trade unions in India at National level.
- i. Worker's Compensation.
- j. List benefits of quality circles.



SECTION-B

UNIT-I

2. Discuss the concept and significance of Industrial relations.
3. Why employees join trade unions? What are the problems of trade unions and suggest remedies available.

UNIT-II

4. What is the purpose of collective bargaining? Explain the process of collective bargaining.
5. Write a detailed note on grievance and its redressal process.

UNIT-III

6. Discuss the functions, progress and working of Joint Management councils in India.
7. Mention the strategies for the settlement of disputes under Industrial Disputes Act.

UNIT-IV

8. Discuss in detail the various provisions under Payment of Gratuity Act.
9. State the deductions which may be made from wages under Payment of Wages Act 1936.

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B.Com. (Honours) (Sem.-6)
INDUSTRIAL RELATIONS AND LABOUR LAWS

Subject Code : BCOM601-18

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Date of Examination : 25-04-2024

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A is **COMPULSORY** consisting of **TEN** questions carrying **TWO** marks each.
2. SECTION-B consists of **FOUR** Sub-sections : Units-I, II, III & IV.
3. Each Sub-section contains **TWO** questions each, carrying **TEN** marks each.
4. Student has to attempt any **ONE** question from each Sub-section.

SECTION-A

1. Short answer type questions :

- a) Impact of technology on industrial relations.
- b) Benefits of Quality Circles
- c) Prerequisites for collective bargaining
- d) Bonus
- e) Differentiate between strike and lockout
- f) Types of Worker's Participation
- g) Causes of Industrial Conflict
- h) List any four trade unions in India at national level
- i) Provident Fund
- j) List benefits of quality circles.

SECTION-B

UNIT-I

2. Explain the concept of Industrial relations with regards to understanding the basic nature of Industrial relations in recent years?
3. What is the role of trade unions in the organisations? What are the various issues arise if there is no trade union in any organisation?

UNIT-II

4. What do you mean by collective bargaining? Describe its role in context of Indian industrial environment.
5. Write a detailed note on grievance redressal process.

UNIT-III

6. Describe the significance of participative management.
7. Detail the settlement of Industrial disputes under the Industrial Dispute Act, who are the adjudicating and non adjudicating authorities in settlement of industrial disputes?

UNIT-IV

8. State the objective of Minimum Wage Act 1948. Differentiate between fair wage, living wage and minimum wage. Explain the provision of payment of minimum wage and fixing of hours under given act.
9. Explain employer's liability to pay compensation under Workmen's Compensation Act.

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B.Com (Honours) (Sem.-6)

INDUSTRIAL RELATIONS AND LABOUR LAWS

Subject Code : BCOM601-18

M.Code : 79470

Date of Examination : 05-05-2025

Time : 3 Hrs.

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4. Student has to attempt any **ONE** question from each Sub-section.

SECTION-A

1. Short answer type questions :

- Compliance with industrial law.
- Voluntarily Association
- Define 'workmen'.
- Difference between Layout and Layoff.
- Role of Govt. in IR.
- Conciliation
- Total disablement
- Benefits of ESI Act.
- Payment of Gratuity Act.
- Social Justice

SECTION - B

UNIT - I

2. Give various benefits of trade unions to workers in detail.
3. How technology is impacting industrial relations in these days? Give in detail.

UNIT - II

4. Give various objectives and prerequisites of collective Bargaining.
5. Give the various methods of settling industrial disputes.

UNIT - III

6. How machinery of law helps in resolving disputes? Give in detail.
7. Give objectives of workers participation and types of workers participation in management.

UNIT - IV

8. Give in detail the Industrial Relations code-2019.
9. Give in detail workmen compensation act.

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