

6. Discuss the main provisions of Employees State Insurance Act.

Or

Discuss the main provisions of Workmen's Compensation Act.

7. Discuss the causes of industrial conflict.

Or

Discuss the following :

- (a) Arbitration
- (b) Conciliation
- (c) Adjudication.

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Printed Pages : 4

MBAHR-02

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 7122 Roll No. 

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M.B.A.

(Semester-III) Theory Examination, 2011-12  
INDUSTRIAL RELATIONS & LABOUR ENACTMENTS

Time : 3Hours]

[Total Marks : 100

Note : Attempt questions from all Sections as per directions.

Section-A

1. Attempt *all* parts of the following : 2×10=20
- (a) Define Trade Union.
  - (b) What do you mean by Industrial Peace ?
  - (c) What do you understand by Industrial Dispute ?
  - (d) Distinguish between arbitration and adjudication.
  - (e) What do you understand by occupational hazards ?

- (f) Define 'child labour' as per the Factories Act, 1948.
- (g) Define Social Security.
- (h) Distinguish between Strike and Lock-out.
- (i) What do you mean by Social Assistance ?
- (j) Write any four statutory labour welfare measures.

### Section-B

2. Attempt any *three* parts of the following. 10×3=30
- (a) Define Industrial Relations. Discuss the scope of industrial relations system and explain the role of various agencies involved in industrial relations system.
  - (b) Explain the principles of "workers' participation in management". Discuss the process of workers' participation in management in comparison with the process of "collective bargaining".
  - (c) What is misconduct ? Explain the scope and procedure involved in holding a domestic enquiry.
  - (d) What are the different methods available in the settlement of industrial disputes under the Industrial Disputes Act, 1947 ?

- (e) Explain the procedure for fixation and revision of wages under the Minimum Wages Act, 1948. What are the arrangements for its enforcement ?

### Section-C

Attempt *all* the following questions : 10×5=50

3. Discuss the trends in industrial relations in India.

**Or**

In the era of technological, competitive, political and social changes, how do you visualize the role of trade union in the years ahead ?

4. How an industrial dispute can be prevented and settled ?

**Or**

State the process of grievance redressal in India.

5. Explain the objectives and scope of labour welfare measures in India.

**Or**

Explain the different types of strike with examples.