

Exami - 2009

Roll No.

Subject Code—2157

M. Com. (Part II) EXAMINATION

Opt. Group-IV (HRM)

MC-206-H

**INDUSTRIAL RELATIONS AND LABOUR
LAWS**

Time : 3 Hours

Maximum Marks : 100

Note : Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. (a) Define 'DUNLOP Model' of Industrial Relations.
- (b) What do you mean by Recognition of Trade Unions ?
- (c) Distinguish between 'Conciliation' and 'Arbitration'.
- (d) Define Collective Bargaining.

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- (e) Define the concept of 'Joint Management Councils'.
- (f) What do you mean by Quality Circles ?
- (g) To who Workmen's Compensation Act, 1923 is applicable ?
- (h) What is the source of finance for the Employees' State Insurance Act, 1948 ?
- (i) What do you mean by 'Minimum Wages' ?
- (j) Define a Trade Dispute at a Work Place. **10×2=20**
2. Discuss the import of changing socio-economic scenario on the Industrial Relations in India. **20**
3. Discuss the role of state in the promotion of legal framework of Industrial Relations in India. **20**
4. Describe the characteristics of trade unions in India. What are the major problems which Indian Trade Union Movement is facing in the era of globalization ? **20**

5. Explain the process of Collective Bargaining. What are the factors hindering the success of Collective Bargaining in India ? **20**
6. Discuss the salient features of 'Trade Union Act, 1926' ? **20**
7. Write a note on the working of Employees' State Insurance Act, 1948 ? **20**
8. What kind of deductions from the wages of an employed person can be made as per the Payment of Wages Act, 1936. Discuss the powers of State Government in regard to rule making for the implementation of provisions of this Act. **20**

Roll No.

Subject Code—864-X

M. Com. (Part II) EXAMINATION

(Optional Group-IV-HRM)

MC-206-H

**INDUSTRIAL RELATIONS
AND LABOUR LAWS**

Time : 3 Hours

Maximum Marks : 100

Note : Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. (a) Industrial Relations and HRM.
- (b) Grievance Management.
- (c) Productive Bargaining
- (d) Co-ownership
- (e) Objectives of I.L.O.
- (f) Strike
- (g) Bonus

- (h) Wages
 - (i) Workmen Compensation
 - (j) Factory under Factory Act, 1948.
2. "Industrial relations in India is not a happy scene." Comment on the statement in the light of present recession in Industry.
 3. Write a detailed note on legal framework of Industrial Relations.
 4. What is Collective Bargaining ? Discuss the process of collective bargaining in detail.
 5. Distinguish between recognition and registration of trade unions. Discuss the process of registration of trade unions under Trade Union Act, 1926.
 6. What do you understand by labour legislation ? How are labour legislations working in India in the present socio-economic environment ?

7. What are the salient features of Payment of Wages Act, 1936 ? Discuss in detail about the deductions from wages under Payment of Wages Act, 1936.
8. Discuss in detail the provisions of Health and Welfare under Factory Act, 1948.