

**LOYOLA COLLEGE (AUTONOMOUS), CHENNAI – 600 034****U.G. DEGREE EXAMINATION – ALLIED****THIRD SEMESTER – NOVEMBER 2022****UBC 3401 – INDUSTRIAL RELATIONS AND LABOUR LAWS**

Date: 01-12-2022

Dept. No. 

Max. : 100 Marks

Time: 09:00 AM - 12:00 NOON

**SECTION A****Answer ALL the Questions**

<b>1.</b>	<b>Define the following</b>	<b>(5 x 1 = 5)</b>	
a)	Define IR	K1	CO1
b)	Define trade union.	K1	CO1
c)	What is collective bargaining?	K1	CO1
d)	What is meant by Open door policy?	K1	CO1
e)	Why do Industrial disputes arise?	K1	CO1
<b>2.</b>	<b>Fill in the blanks</b>	<b>(5 x 1 = 5)</b>	
a)	Industrial relation is based on the fundamental principles of truth, non-violence and non-possession was framed by _____	K1	CO1
b)	A registered trade union is a body corporate having a _____ and _____	K1	CO1
c)	Works committees deal with matters of day to day functioning at the _____	K1	CO1
d)	_____ is a complaint that has been formally presented to the management representative or to a union official	K1	CO1
e)	_____ means involuntary separation of an employee due to the replacement of labour by machines or the close of the department.	K1	CO1
<b>3.</b>	<b>Match the following</b>	<b>(5 x 1 = 5)</b>	
a)	Industrial dispute Act	(i) Douglas McGregor	K2 CO1
b)	AITUC	(ii) Encircling the employer or his representative	K2 CO1
c)	Collective Bargaining	(iii) 1920	K2 CO1
d)	Red Hot -stove Rule	(iv) Negotiations	K2 CO1
e)	Gherao	(v) 1947	K2 CO1
<b>4.</b>	<b>TRUE or FALSE</b>	<b>(5 x 1 = 5)</b>	
a)	Poor industrial relations are harmful for all Industrial conflicts, reduce productivity of labour.	K2	CO1
b)	A registered trade union can represent workmen to the works committee.	K2	CO1
c)	Work Council/Committee refers to group of people who are representative of employees and employers form this kind of committee with the aim to maintain cordial and harmonious relations between employee and employer.	K2	CO1
d)	Negative Discipline implies a sense of duty to observe the rules and regulations.	K2	CO1
e)	Arbitration cannot be voluntary or compulsory.	K2	CO1

**SECTION B****Answer any TWO of the following in 100 words.****(2 x 10 = 20)**

5	What do you mean by Industrial Relations and the factors affecting the Industrial Relations?	K3	CO2
6.	What are the rights of a recognized trade union?	K3	CO2
7.	List out the objectives, types and approaches to discipline and phases of self-discipline.	K3	CO2

8.	Labour Department of Karnataka declares Toyota Kirloskar workers' strike and company lockout as illegal - Comment the above case.	K3	CO2
<b>SECTION C</b>			
<b>Answer any TWO of the following in 100 words.</b>		<b>(2 x 10 = 20)</b>	
9.	What are the objectives and levels of participation?	K4	CO3
10.	Bring out the causes of employee turnover and absenteeism	K4	CO3
11.	What are the duties of Conciliation Officers, Works Committees and the Board of Conciliation in settlement of Industrial disputes? How are they appointed?	K4	CO3
12.	Ramesh was just promoted as a shift officer. The promotion became effective when his immediate superior Mr. Sharma was out of town for a few days. Due to illness of Ramesh's subordinate the work schedule was not being met. He decided to pitch in and help spending about four hours daily in production. When Mr. Sharma returned to his work, Ramesh is not available, as he is not working on the shop floor. He is upset and tells him that it is the function of the supervisor to accomplish work with and through other people and not do it himself.  1. What was the initial problem in this case?  2. Tick the alternative you would select to solve future problems when workers are not available:  (a) Let the scheduled work be late and catch up when the worker returns  (b) Lend a hand as Ramesh did in this case.  (c) Prepare back up for emergency  (d) Workout an acceptable compromise with the superior.  3. Evaluate each of the alternatives in terms of their advantages and disadvantages to the company, to the workers and to Ramesh.  4. How would you implement the alternative that you have selected?	K4	CO3
<b>SECTION D</b>			
<b>Answer any ONE of the following in 250 words.</b>		<b>(1 x 20 = 20)</b>	
13.	Elaborate on the procedure of grievance redressal.	K5	CO4
14.	Explain in detail the rules for registration of trade union	K5	CO4
<b>SECTION E</b>			
<b>Answer any ONE of the following in 250 words.</b>		<b>(1 x 20 = 20)</b>	
15.	Bengaluru Water Supply and Sewerage Board v. A Rajappa AIR 1978, 1978 AIR 548, 1978 SCR (3) 207 – Comment on the above case.	K6	CO5
16.	Explain the following in detail as used in the Industrial Dispute Act. 1947: (a) Retrenchment (b) Layoff (c) Strike (d) Lock out.	K6	CO5

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