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Integrated Dual Degree B.Com-M.Com (Semester -6th)

INDUSTRIAL RELATIONS AND LABOUR LAWS

Subject Code: BMCMS1606

Paper ID: [21410130]

Time: 03 Hours

Maximum Marks: 60

Instruction for candidates:

1. Section A is compulsory. It consists of 10 parts of two marks each.
2. Section B consist of 5 questions of 5 marks each. The student has to attempt any 4 questions out of it.
3. Section C consist of 3 questions of 10 marks each. The student has to attempt any 2 questions.

Section – A

(2 marks each)

Q1. Attempt the following:

- a. Quality circles
- b. Factors affecting industrial disputes
- c. Joint council
- d. Define grievance
- e. What is ESI?
- f. Differentiate between Strike and Lock-out
- g. Objectives of Payment of Wages Act.
- h. What is system approach to JR
- i. List any four Trade unions in India at national level
- j. Adjudication

Section – B

(5 marks each)

- Q2. What are the problems of trade unions and suggest remedies available.
- Q3. Explain 'Safety' provisions under the factories Act, 1948.
- Q4. Briefly explain statutory machinery for settlement of industrial disputes in India.
- Q5. Discuss in detail the various provisions under Payment of Gratuity Act..
- Q6. Discuss the functions, progress and working of Joint Management councils in India.

Section – C

(10 marks each)

- Q7. Explain the process of collective bargaining. What are the essential conditions for success of this process?
- Q8. What are the objectives of workers' participation in management? Explain the forms of workers' participation in management.
- Q9. Discuss the organization structure and benefits of quality circles.