

**2024/TDC(CBCS)/EVEN/SEM/  
COMDSE-601/602T/197**

**TDC (CBCS) Even Semester Exam., 2024**

**COMMERCE**

**( 6th Semester )**

Course No. : COMDSE-601/602T

**( Industrial Relations and Labour Laws )**

Full Marks : 70

Pass Marks : 28

*Time : 3 hours*

*The figures in the margin indicate full marks  
for the questions*

**UNIT—I**

**1. Answer any two of the following questions :**

**2×2=4**

- (a) Highlight the concept of Industrial Relations.
- (b) Mention two objectives of Industrial Relations.
- (c) State two factors which affect Industrial Relations in changing environment.

( 2 )

2. Answer any *one* of the following questions : 10

- (a) Explain briefly the evolution of Industrial Relations in India.
- (b) Analyze critically the role of ILO on Industrial Relations in India.

UNIT—II

3. Answer any *two* of the following questions :

2×2=4

- (a) Define Trade Union as per Trade Unions Act, 1926.
- (b) Explain with example the term 'Multiplicity of Trade Union'.
- (c) Write two factors affecting the growth of Trade Union in India.

4. Answer any *one* of the following questions : 10

- (a) Critically analyze the growth of Trade Union in India during the post-Independence era.
- (b) Write a detail note on Recognition of Trade Union.

UNIT—III

5. Answer any *two* of the following questions :

2×2=4

- (a) What is Collective Bargaining?

( 3 )

- (b) State two importances of Collective Bargaining.

- (c) What do you mean by 'Bargaining Impasse' and Productive Bargaining?

6. Answer any *one* of the following questions : 10

- (a) Discuss, in detail, the bargaining process.
- (b) Write short notes on the following :
  - (i) Joint Management Council
  - (ii) Works Committes

UNIT—IV

7. Answer any *two* of the following questions :

2×2=4

- (a) State two causes of grievance.
- (b) Write two difference between absenteeism and labour turnover.
- (c) Explain briefly the Principles of Natural Justice.

8. Answer any *one* of the following questions : 10

- (a) What do you mean by discipline? Discuss briefly the various causes of indiscipline.
- (b) Delineate briefly the different features of Industrial Employment (Standing Order) Act, 1946.

( 4 )

UNIT—V

9. Answer any *two* of the following questions :

2×2=4

(a) Write Yes or No :

(i) Is it necessary for every factory employing 50 workers to have a canteen?

(ii) Is it required to appoint a safety officer in every factory employing 250 workers?

(b) Write two differences between strike and lockout.

(c) Mention two facilities relating to health of factory workers as per the Factories Act, 1948.

10. Answer any *one* of the following questions : 10

(a) Discuss briefly the various provisions relating to Layoff, Retrenchment and Closure.

(b) Explain briefly the different provisions relating to welfare of factory workers as per the Factories Act, 1948.

★ ★ ★