

IREM 03

01.11.2007

Roll No.

Industrial Relation Environment & Mgmt

(HR)

Total No. of Questions : 7

Total No. of Printed Pages : 2

Duration (hrs) : 3 Hours

Maximum Marks : 50

Note : 1) All questions are compulsory.
2) Illustrate your answers with appropriate cases, wherever necessary.

Q.1) Industrial Relations is an integral part of the Human Resources function in Indian industries – Critically examine. (6)

OR

Q.1) Define the term 'Industrial Relations'. Elaborate the role played by the Industrial Relations Manager in Indian industries. (6)

Q.2) Define the term 'Industrial Conflict'. What are the different modes of resolution of industrial conflicts in Indian industries? (8)

OR

Q.2) Briefly Summarise various theories of Industrial Conflict. (8)

Q.3) Define Collective Bargaining. What are the factors responsible for successful Collective Bargaining in India? (6)

Q.4) Define the term 'Industrial Dispute'. Whether individual dispute can become an industrial dispute? (6)

OR

Q.4) Define the term 'workman' under the I.D.Act,1947. Whether following categories of employees are 'workman' within the meaning of Sec- 2(s) of the I.D..Act 1947 : (6)

- 1) Poojari of a Temple
- 2) Teacher
- 3) Medical Representative
- 4) Principal of College
- 5) Development officer of LIC

Q.5) Define Trade Union. Explain the provisions of registration of Trade Union and its cancellation under the Trade Unions Act -1926. (6)

OR

Q.5) Briefly outline the salient features of the Trade Unions Act -1926. (6)

Q.6) a) Enumerate the provisions regarding employer's liability to pay compensation under the provisions of W.C.Act, 1923. (6)

b) An employee of a Painting Contractor fell down from a height of about 50ft, while carrying out painting of the factory building and consequently succumbed to death. Whether the Principal Employer is liable to pay compensation to the legal heirs of the diseased workman, under the provisions of the Workmen's Compensation Act, 1923? (2)

OR

Q.6) Summarise various benefits available to the 'Insured Person' and his family under the ESI Act -1948. (8)

Q.7) Write short notes on **Any Four** of the following: (10)

- A) Picketing
- B) Subsistence Allowance
- C) Contracting Out .
- D) Notice of change
- E) Lay off
- F) Protected workman
- H) Changing profile of Indian worker