

E 3545

(Pages : 2)

Reg. No.....

Name.....

**B.B.A./B.B.M. DEGREE (C.B.C.S.S.) EXAMINATION  
MARCH/APRIL 2012**

**Sixth Semester**

**Common Course – INDUSTRIAL RELATIONS**

(Common for B.B.A and B.B.M.)

Time : Three Hours

Maximum Weight : 25

**Part A**

*Answer all questions.*

*Each bunch of four questions carries a weight of 1.*

- I. 1. Industrial Relations means relationship that emerges out of day to day working and association of labour and \_\_\_\_\_.
2. The permanent machinery established in India for the first time, to settle industrial disputes is \_\_\_\_\_.
3. ILC is a \_\_\_\_\_ body to look into IR problems in India.
4. A trade union of workers is an organisation formed by \_\_\_\_\_ to protect their interests, improve their working conditions, etc.
- II. 5. The \_\_\_\_\_ system is a practice where the management collects an employee's union dues, as a wage deduction and gives the lumpsum amount to the union.
6. White-collar workers are paid on \_\_\_\_\_ basis.
7. All India Trade Union Congress is ideologically linked with \_\_\_\_\_ philosophy.
8. A registered union must allow membership to any one over \_\_\_\_\_ years of age.
- III. 9. The common objective of employees' organisations is to promote and protect the interests of \_\_\_\_\_ engaged in trade and industry.
10. Negotiation about working conditions and terms of employment between an employer, a group of employees or one or more employees' organisations, on the one hand, and one or more representative workers' organisations on the other with a view to reaching agreement is termed as \_\_\_\_\_.
11. The collective bargaining process usually starts with a \_\_\_\_\_ being presented to the management by the unions on behalf of their constituent members.
12. Bipartite settlements are negotiated and settled primarily by the parties but registered before a \_\_\_\_\_.

**Turn over**

- IV. 13. In \_\_\_\_\_ participation worker's representatives are consulted on matters relating to welfare facilities by the management.
14. The tenure of shop councils is for a period of \_\_\_\_\_.
15. Providing drinking water is a \_\_\_\_\_ welfare amenity.
16. India's first social security legislation, passed in 1923 to provide employment injury compensation to industrial workers is \_\_\_\_\_.

(4 × 1 = 4)

### Part B

*Answer any five questions.*

*Each question carries a weight of 1.*

Write notes on :

17. Historical evolution of trade unions in India.
18. Registration of trade unions.
19. Employees' organisation.
20. Workers' participation in management.
21. Labour welfare.
22. Works committees.
23. MBO.
24. ILO.

(5 × 1 = 5)

### Part C

*Answer any four questions.*

*Each question carries a weight of 2.*

25. Explain the pre-requisites for collective bargaining.
26. Discuss the objectives and functions of FICCI.
27. Explain the ancillary functions of trade unions.
28. Explain the objectives of major workers' unions in India.
29. Bring out the problems of trade unionism in India.
30. Explain the objectives of Labour welfare.

(4 × 2 = 8)

### Part D

*Answer any two questions.*

*Each question carries a weight of 4.*

31. Explain WPM in India.
32. Discuss the growth of trade unionism in India.
33. Describe the functions of CBWE.

(2 × 4 = 8)