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Register Number:

DATE:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS) BANGALORE – 25**

**VI SEMESTER EXAMINATION**

**SEMESTER EXAMINATION APRIL – 2020**

**SO6312: SOCIOLOGY: INDUSTRIAL SOCIOLOGY**

**Time: 2 hours 30 minutes Max Marks: 70**

**I Answer any Four of the following in one full page each. 5X4=20**

1. State the nature of Industrial Sociology.
2. What is the purpose of communication in an enterprise?
3. Briefly explain the features of industrial relations.
4. ‘Conflict is endemic to industrial society.’ Discuss.
5. Mention the types of Collective Bargaining.

**II Answer any Two of the following question in about two pages each. 10X2=20**

1. Discuss the features of Scientific Management.
2. Describe the characteristics of Indian Worker.
3. Explain the different types of Industrial Disputes.

**III Answer any Two of the following questions in 3 pages each. 15X2=30**

1. Enumerate the problems of Indian Trade Unions.
2. Write a detailed note on Merits and Demerits of Collective Bargaining.
3. Examine the criticisms on the Hawthorne experiments.

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SO6212- D-2020

**SCHEME OF EVALUATION**

**VI SEMESTER EXAMINATION APRIL 2020**

**SO6212: SOCIOLOGY: INDUSTRIAL SOCIOLOGY**

**Time: 2 hours 30 minutes Max Marks: 70**

**I Answer any four of the following in 5-10 sentences each. 5X4=20**

1. Any two definitions of Industrial Sociology.
2. Purpose of communication in an enterprise.
3. Establish and disseminate goals of an enterprise
4. Develop plans for their achievement
5. Organize human and other resources in the most effective and efficient way
6. Select, develop and appraise members of the organization
7. Lead, direct, motivate and create a climate in which people want to contribute
8. Control performance
9. Features of Industrial relations:-
10. Born out of employment relationship
11. Characterized by both conflict and co-operation
12. Part of the larger system
13. Involves the study of conditions
14. Study of Means and Methods for eliciting co-operation
15. Industrial conflicts – endemic. Labour and Management ,

Conflict – daily work. Opposed interests.

1. Types of Collective Bargaining:-
2. Single plant bargaining
3. Multiple plant to bargaining
4. Multiple employer bargaining

**II Answer any two of the following questions in 20 sentences each. 10X2=20**

1. Features of Scientific management:-
2. Replacing rules of thumb with science
3. Obtaining harmony in group action rather than discard
4. Achieving co-operation of human beings rather than chaotic individualism
5. Working maximum output, rather than restricted output
6. Developing all workers to the fullest extent possible for their own and their company is highest prosperity. To increase ‘Surplus’ and ‘Efficiency’ : a) Separation of planning from doing b) Functional organization c) The gang boss d) The speed boss e) The repair boss f) The inspector g) Analysis of jobs h)Motion study i) Time study j) Fatigue study k) Selection and Training of the personnel l) Differential piece & Wage method.
7. Characteristics of Indian Workers :-
8. Social composition of Industrial labour
9. The sex composition of workers
10. Emergence of Tribal labour
11. Low level of literacy
12. Heterogeneity of labour class
13. Undifferentiated class character
14. High rate of Absenteeism of labour turn over
15. Commitment to industry
16. Migratory character
17. Different types of Industrial disputes:-
18. Interest disputes
19. Grievance/Right disputes
20. Disputes over unfair labour practices
21. Recognition Dispute
22. Problems of Trade Unions:-
23. Uneven growth of Unionism
24. Small size of Unions
25. Financial Weakness
26. Multiplicity of Union & Inter-Union rivalry
27. Leadership issue
28. Political Unionism
29. Problem of Recognition of trade union
30. Merits and Demerits of Collective Bargaining:-

Merits:- i. To solved serious problems an industry,

ii. The collective agreement provides a climate for smooth progress, iii. It provides a method for the regulation,

iv.It provides a flexible adjustment,

v.As a vehicle of industrial peace, Civil rights in industry

Demerits:- i. Collective bargaining involves mutual negotiations

ii. Strike or lockout

iii. Additional expenditure  
 iv.Both suffer economic loses.

1. Criticisms of the Hawthorne Experiments :-
2. Omissions
3. Managerial partiality
4. Empirical Bias.

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