

Register Number:

**DATE:22-04-2019**

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27**

**B.COM – IV SEMESTER**

**SEMESTER EXAMINATION: April 2019**

**BCDEH 6516 – Industrial Relations**

**Time- 2 ½ hrs Max Marks - 70**

**This paper contains 2 (TWO) printed pages and four parts SECTION A**

**Answer any FIVE (5) of the following (5 \* 2 Marks = 10 Marks)**

1. Define industrial relations.
2. What is meant by collective bargaining?
3. Expand INTUC and CITU.
4. What is a grievance?
5. Define a unit council.
6. Mention any two types of industrial conflicts.
7. What is collective bargaining?

**SECTION B**

**Answer any THREE (3) of the following (3 \* 5 Marks = 15 Marks)**

1. Who are the key players involved in a system of industrial relations? Discuss.
2. What is conciliation and arbitration? Explain.
3. Why workers participation is important in industries?
4. Explain the different problems faced by trade unions? Explain.
5. What is meant by grievance? Explain the grievance procedure adopted by industries.

**SECTION C**

**Answer any THREE (3) of the following (3 \* 10 Marks = 30 Marks)**

1. Explain the various approaches to the study of industrial relations.
2. According to J.R.P. French (1960), participation which refers to "the process in which two or more parties influence each other in making certain plans, policies and decisions. It is restricted to decisions that have further effects on all those who are making the decision and those who are represented by them.
3. Explain in detail the various steps involved in collective bargaining.
4. Briefly explain the various functions and objectives of trade unions.
5. Write a note on-
6. Shop council
7. Plant council

**SECTION D**

**COMPULSORY QUESTION (1 \* 15 Marks = 15 Marks)**

1. Mr. A is a habitual absentee and remains absent without any intimation and proper sanction of leave. His absentee records show that he remained absent from his duties without proper sanction of leave for 96 days during the last one year. He was advised number of times to improve his attendance but despite verbal advises and assurance given to him, he has not shown any improvement in his attendance. Habitual absence on the part of an employee is major misconduct under Standing orders no. 22(iv) of the Company.

What are the policy measures adopted to prevent strikes in an industry u/s 22 (4) as

* 1. HR manager
  2. Trade union leader
  3. Government representative

**--- END OF THE QUESTION PAPER ---**

**BCDEH 6516\_B\_19**