

(FOR THE CANDIDATES ADMITTED

23PSW3A3

DURING THE ACADEMIC YEAR 2023 ONLY)

REG.NO. :

N.G.M.COLLEGE (AUTONOMOUS): POLLACHI

END-OF-SEMESTER EXAMINATIONS: NOVAND 2024

MSW

MAXIMUM MARKS: 75

SEMESTER: III

TIME: 3 HOURS

**PART - III**

**23PSW3A3 – INDUSTRIAL RELATIONS**

**SECTION – A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.(K1)**

1. Which of the following factors influences Industrial Relations the most?
  - a) Economic conditions
  - b) Cultural differences
  - c) Technological advancements
  - d) Political stability
2. Which of the following is a common cause of industrial conflict?
  - a) High employee satisfaction
  - b) Clear communication channels
  - c) Wage disputes
  - d) Strong leadership
3. What is the primary objective of the Industrial Disputes Act, 1947?
  - a) To promote collective bargaining
  - b) To prevent and settle industrial disputes.
  - c) To define the duties of trade unions.
  - d) To regulate employment contracts
4. Which of the following is a major weakness of trade unions in India?
  - a) Excessive political influence
  - b) Lack of legal recognition
  - c) Too many government regulations
  - d) Insufficient membership fees
5. Which of the following is typically NOT a subject matter for collective bargaining?
  - a) Wage adjustments
  - b) Working hours
  - c) Company ownership structures
  - d) Health and safety regulations

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES**

**(K2)**

6. Define Industrial Relations and explain its key concepts?
7. Briefly explain the different types of industrial conflict.
8. State the key objectives of the Industrial Disputes Act, 1947.
9. Define a trade union and explain its key concepts.
10. Discuss the concept of collective bargaining.

**SECTION – B**

**(5 X 5 = 25 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K3)**

11. a) Assess the scope and objectives of Industrial Relations?  
**(OR)**  
b) Examine the concept of Tripartite bodies in Industrial Relations and their role in policy formulation.
12. a) Sketch the various causes of industrial conflict in industries?  
**(OR)**  
b) Examine the role of Standing Orders in regulating industrial relations and preventing conflicts.
13. a) Discuss the significance of the Industrial Employment (Standing Orders) Act, 1946.  
**(OR)**  
b) Interpret key provisions related to strikes and lockouts under the Industrial Relations Code, 2020?
14. a) Discover the primary objectives of trade unions.  
**(OR)**  
b) Describe the problems and weaknesses faced by trade unions in India today.
15. a) List out the key principles that underpin successful collective bargaining.  
**(OR)**  
b) Interpret the concept and objectives of workers' participation in management.

**SECTION – C**

**(5 X 8 = 40 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4 /K5)**

16. a) Analysis the role and significance of Bipartite bodies in Industrial Relations.?  
**(OR)**  
b) Discuss the role and functions of the Works Committee in Industrial Relations.
17. a) Examine the importance of industrial peace and harmony in maintaining a productive work environment.  
**(OR)**  
b) Evaluate the 'Hot Stove Rule' in the context of industrial discipline.
18. a) Provide an overview of the Industrial Relations Code, 2020.  
**(OR)**  
b) Interpret the Tamil Nadu Payment of Subsistence Allowance Act, 1981.
19. a) Analyze the positive role of trade unions in improving the working conditions and rights of workers in India.?  
**(OR)**  
b) Critically evaluate the impact of the Indian Trade Unions Act, 1926.
20. a) Outline the process of collective bargaining from initiation to agreement.  
**(OR)**  
b) Identify and discuss the limitations of workers' participation in management.

\*\*\*\*\*