

--	--	--	--	--	--	--	--	--	--



**GIET UNIVERSITY, GUNUPUR – 765022**  
**B. B. A (Fifth Semester) Examinations, December' 2022**  
**20BBA504HR – Industrial Relations**

Time: 3 hrs.

Maximum: 70 Marks

**The figures in the right hand margin indicate marks.**

**PART – A: (Multiple Choice Questions)****(1 x 10 =10 Marks)**Q. 1 Answer **ALL** questions

- a. Dominant aspects of industrial relations are
  - (i) Co-operation
  - (ii) Conflict
  - (iii) Both i & ii
  - (iv) None of these
- b. Which of the following is not a part of the scope of industrial relations?
  - (i) Labour relations
  - (ii) Group relation
  - (iii) Employer-employee relations
  - (iv) None of these
- c. The objectives of trade union include
  - (i) Employee compensation
  - (ii) Working condition
  - (iii) Recognition and participation
  - (iv) All of the above
- d. The utility of non violence as the means of conflict resolution is the principle of
  - (i) System approach
  - (ii) Both i & iii
  - (iii) Gandhian approach
  - (iv) All of these
- e. Which of the following is the approaches of industrial relation?
  - (i) Gandhian approach
  - (ii) System approach
  - (iii) Oxford approach
  - (iv) All of the above
- f. A union meant to protect the interests and rights of the non-manual employees is called a:
  - (i) White-collar union
  - (ii) Blue-collar union
  - (iii) Brown- collar union
  - (iv) None of these
- g. Identify the major actor of industrial relations from the following
  - (i) Employers
  - (ii) Government
  - (iii) Unions
  - (iv) All of the above
- h. Which is the machinery for settlement of Industrial Disputes?
  - (i) Industrial Tribunal
  - (ii) National Tribunal
  - (iii) Labour court
  - (iv) All of the above
- i. Which of the following is not an approach to industrial relations?
  - (i) Unitary approach
  - (ii) Marxist approach
  - (iii) Pluralistic approach
  - (iv) Employee's approach
- j. Who has given the systems Theory of Industrial Relation?
  - (i) Elton Mayo
  - (ii) Karl Marx
  - (iii) John Dunlop
  - (iv) Peter F. Drucker

**PART – B: (Short Answer Questions)****(2 x 10 = 20 Marks)**Q.2. Answer ALL questions

- a. List out the benefits of collective bargaining.
- b. Explain Works Committee.
- c. State the objectives of Industrial relations.
- d. Define Picketing.
- e. State Giri approach to Industrial relations.
- f. Define Voluntary arbitration.
- g. Mention any four recognized Indian trade unions.
- h. Define Strike and how it is different from lockout.
- i. Write the concept of Works committee.
- j. Define negative discipline.

**PART – C: (Long Answer Questions)****(10 x 4 = 40 Marks)**Answer ALL questions

- |  | Marks |
|--|-------|
| 3.a. Discuss the impact of Liberalization on Union Management relations.                             | 5     |
| b. Critically analyze the pros and cons of workers participation in management.                      | 5     |
| <b>(OR)</b>  |       |
| c. Elaborately explain the Code of Discipline to be followed in Industries in India.                 | 5     |
| d. Can you explain the role and relevance of trade union in India in the time of globalization?      | 5     |
| 4.a. Elaborately discuss the origin and growth of Trade Union Movement in India.                     | 5     |
| b. Discuss the Gandhian Approach to the field of Industrial relation.                                | 5     |
| <b>(OR)</b>  |       |
| c. Briefly discuss the essentials of a good disciplinary system.                                     | 5     |
| d. Define Industrial relations. Discuss the objectives and components of industrial relations        | 5     |
| 5.a. Trace the history and evolution of Trade Union Movement in India.                               | 5     |
| b. Elaborate the concept and features of code of conduct.  | 5     |
| <b>(OR)</b>  |       |
| c. Explain the role of Government for improving Industrial relation in India.                        | 5     |
| d. Discuss the requirements of an effective collective bargaining procedure.                         | 5     |
| 6.a. "Trade union is a voluntary organization". Examine  | 5     |
| b. Can you list out the guidelines for developing codes of conduct                                   | 5     |
| <b>(OR)</b>  |       |
| c. Describe about the machineries that are used for prevention and settlement of Industrial dispute. | 5     |
| d. Highlight different forms of Strike.  | 5     |

--- End of Paper ---