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Total No. of Pages : 02

Total No. of Questions : 09

B.Com (Honours) (Sem.–6)

INDUSTRIAL RELATIONS AND LABOUR LAWS

Subject Code : BCOM-601-18

M.Code : 79470

Date of Examination : 04-01-2025

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. **SECTION-A** is **COMPULSORY** consisting of **TEN** questions carrying **TWO** marks each.
2. **SECTIONS-B** consists of **FOUR** Sub-sections : Units-I, II, III & IV.
3. Each Sub-section contains **TWO** questions each, carrying **TEN** marks each.
4. Student has to attempt any **ONE** question from each Sub-section.

SECTION-A

1. Short answer type questions :

- a. Nature of Trade Union.
- b. Types of Industrial conflicts.
- c. Conditions for success of Collective Bargaining.
- d. List problems of quality circles.
- e. Define Bonus.
- f. Minimum Wage.
- g. What is Arbitration?
- h. What are the objectives of ESI-Act?
- i. Objectives of Worker's Participation.
- j. Causes of Grievances.

SECTION-B

UNIT-I

2. Explain the System approach of industrial relationships and who are the actors in the context of web of rules and ideologies.
3. Why employees join trade unions? What are the problems of trade unions and suggest remedies available.

UNIT-II

4. Explain in detail the collective bargaining process.
5. Draft a model grievance handling procedure that may be more appropriate for a large scale manufacturing organization.

UNIT-III

6. What is meant by workers participation in management? Discuss the growth and development of workers participation in management.
7. Give the meaning of the term 'Strike and Lockout'. State the circumstances in which strikes and lockout are prohibited and become illegal.

UNIT-IV

8. Describe the procedure of Hearing claims relating to disputes arising out of payment of less than the minimum rates of wages.
9. Explain the provision for 'set-on' and 'set-off' in the Payment of Bonus Act, 1965. Why has such a provision been made in the Act?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.