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Paper Code : HR 402 EMPLOYEE RELATIONS&LABOUR LAWS

UPID : 004695

Time Allotted : 3 Hours

Full Marks :70

The Figures in the margin indicate full marks.

Candidate are required to give their answers in their own words as far as practicable

Group-A (Very Short Answer Type Question)

1. Answer any ten of the following :

[1 x 10 = 10]

- (I) What criteria are used to assess whether a trade union is independent?
- (II) Corrective action should be immediate, impartial and consistent with a warning- this is called the
- (III) A _____ strives to protect maintain and improve economic, social and vocational interest of their members
- (IV) One of the major reasons for line staff conflict is
- (V) Collective bargaining was considered as apex of IR system is concerned with
- (VI) Workman's compensation Act in.
- (VII) Which of the following is not an 'industrial tort'?
- (VIII) Ratan got a shock when he was suspended for smoking in the office premises. He says he never knew a puff came with such a heavy tag attached to it. This is an example of
- (IX) Collective bargaining is an action of
- (X) Industrial relation sense is used in
- (XI) The total amount of deductions from wages of employees should not exceed-----
- (XII) In case of retrenchment, worker is entitled to _____ months notice or notice pay in lieu of notice.

Group-B (Short Answer Type Question)

Answer any three of the following :

[5 x 3 = 15]

2. What is a Trade Union? Discuss the various problems of Trade Unions. [5]
3. Discuss the Types of Punishment [5]
4. Write the various causes of grievance [5]
5. Explain the types of disputes [5]
6. Explain in detail the Red Hot Stove Rule. [5]

Group-C (Long Answer Type Question)

Answer any three of the following :

[15 x 3 = 45]

7. Explain the various forms of WPM. [15]
8. Define Grievance. Explain steps involved in grievance handling between the employees. [15]
9. Discuss the role of tripartite and Bipartite bodies in revolving the industrial disputes [15]
10. What are the Remedial measures taken to bring down the rate of accidents in Mines? [15]
11. Explain the rights of a worker at his workplace/as an employee. [15]

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