

Q.1 (a) Define the term "Industrial Relations". Explain how the concept of Industrial Relations differs from the concept of Human Resource Management. — [10]

(b) "The strategy to instill fear in the minds of workers to improve their productivity was in the interest of the Organization". — Discuss. — [10]

or
 (b) Discuss at length various consequences of Industrial Disputes.

Q.2 Answer any two [20]

1. Describe the Disciplinary actions for misconduct under the Industrial Employment Standing Order Act 1946

2. Write the nature of Trade Unions and also discuss the growth of Trade Union movement in India.

E 856-2

3. Explain the procedure for registration of a Trade Union.

Q.3 Answer any four — [20]

- 1) Write and briefly explain the provisions regarding welfare of workers under the Factories Act, 1948.
- 2) Describe the provisions regarding the restrictions on employment of women and children under the Mines Act, 1952.
- 3) Give a brief idea about the liabilities of Principal employer and inspecting staff under the Contract Labour (Regulation and Abolition) Act 1970.
- 4) Explain the objectives of Shops and establishment Act, 1948
- 5) Discuss the offences and penalties under the Factories Act, 1948.

Q.4 Answer any two — [20]

1. What are the pre-requisite conditions for effective Collective Bargaining? Discuss.

2. Write and explain in detail, the necessary conditions for effective working of 'Workers' participation in Management.'
3. Describe the process and the functions of Collective Bargaining.

Q.5 Write brief notes on any four - [20]

1. Code of Discipline in India.
 2. Sexual harassment of women at workplace.
 3. Procedure for disciplinary action.
 4. Importance of grievance handling.
 5. Formal grievance handling mechanism.
-