

2020

BUSINESS ADMINISTRATION — HONOURS

Sixteenth Paper

(Human Resource Management Group)

[Employee Relations]

Full Marks : 100

(Time : 2 hrs.)

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

Group - A

(Marks : 50)

Answer *any two* questions.

25×2

1. Explain the concept and scope of Industrial Relations.
2. Discuss the role and function of ILO.
3. Mention various causes of Industrial Disputes.
4. State the significance of Collective Bargaining for employees.
5. Meaning of Workers' Participation in Management. Role of Third Party in WPM.
6. Functions of Third Party settlement machineries for settlement of Industrial Dispute.
7. Discuss the trend of unfair labour practice in Industrial Conflict.
8. Discuss the role of the Government in case of Industrial Dispute.
9. Discuss about Tripartite bodies and its impact.
10. Write short notes on *any two* of the following :
 - (a) Steps in collective bargaining.
 - (b) Bipartite bodies
 - (c) Lay off and Retrenchment
 - (d) Voluntary Arbitration.

Please Turn Over

Group - B

(Marks : 50)

Answer **any two** questions.

25×2

11. What is role of Trade Union in a large organisation? Why do the employees join a Trade Union?
 12. Write a brief about SCOPE (Standing Committee of Public Enterprise).
 13. Why is an Employer's Organization formed? How does it impact employees?
 14. What do you mean by Political Affiliation of Trade Union?
 15. Elucidate the aims, objective of Chambers of Commerce and Industrial Associations.
 16. What are major sources and uses of the funds of a Trade Union?
 17. Discuss the procedure for Registration of a Trade Union.
 18. Name some trade/sector focused unions and explain how are they different from generic trade unions.
 19. State the full form and in brief discuss the role of FICCI.
 20. Write short notes on (**any two**) :
 - (a) Confederation of Indian Industry
 - (b) Multiplicity of Trade Unions
 - (c) Indian Labour Conference
 - (d) Central Trade Union Organization.
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