

**2020**

**BUSINESS ADMINISTRATION — HONOURS**

**Paper : A 504 DSE-3B**

**[Management of Industrial Relations (MIR)]**

**Full Marks : 80**

*The figures in the margin indicate full marks.*

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

Answer *any five* questions.

1. Briefly explain the concept and different aspects of Industrial Relations. Give a short account of different roles played by parties involved in Industrial Relations. 8+8
2. Explain different factors responsible for causing conflicts in industry. Provide a brief account of what corrective measures are to be undertaken to settle such conflicts. 8+8
3. What is Collective Bargaining? Discuss the various objectives of collective bargaining. Briefly discuss the significance of collective bargaining in settling disputes in the industry. 4+6+6
4. Define the concept of Workers' Participation in Management (WPM). Mention the features and objectives of Workers' Participation in Management. 4+6+6
5. What is Grievance? Mention the steps involved in grievance redressal procedure. 4+12
6. Define Trade Union as per the Trade Union Act, 1926. How to register a trade union? Briefly explain why workers should join a trade union. 4+6+6
7. Discuss at length the essence, scope and enforcement of the Industrial Employment (Standing Orders) Act, 1946. 16
8. Explain Industrial Disputes in the light of Industrial Disputes Act, 1947. Briefly discuss the multiple dispute settlement machineries available under Industrial Disputes Act, 1947. 4+12
9. Write a detailed note on the Employees Provident Fund and Miscellaneous Provisions Act, 1952. 16
10. Define Gratuity according to the Payment of Gratuity Act, 1972. Explain briefly how gratuity is calculated. What are the conditions under which gratuity payments can be cancelled or withheld? 4+6+6
11. Define factory as per Factories Act, 1948. Mention the significant health and welfare provisions available for workers as per the Factories Act, 1948. 4+12

**Please Turn Over**

**12.** Write short notes (*any two*) :

- (a) Quality Circle
  - (b) Joint Management Councils
  - (c) Lockout
  - (d) Bonus.
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