

(102)

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SARDAR PATEL UNIVERSITY

MSW (HR)-III SEMESTER EXAMINATION- 2017

Subject: Employment relations

Subject Code: PA03E5HR14

Date: 14/11/2017

Time: 02:00pm to 05:00pm

Day: Tuesday

Total Marks: 70

SECTION - I

Q.1 Multiple Choice questions

10

1. Process which involves third party usually neutral in nature while making decisions is classified as
 - A. Procedural justice
 - B. Constructive justice
 - C. Arbitration
 - D. Ombudsman

2. In which year Industrial Dispute Act came into operation?
 - A. 1947
 - B. 1949
 - C. 1953
 - D. 1963

3. Before the Industrial Disputes Act was implemented, which act took care of the industrial disputes?
 - A. Trade Disputes Act, 1929
 - B. Royal Commission on Labour, 1934
 - C. Labour Management Relations Act, 1947
 - D. None of The Above

4. The industrial peace is secured through voluntary _____ and compulsory _____.
 - A. Compromise and Arbitration
 - B. Adjudication and Arbitration
 - C. Work Committee and Industrial Tribunal
 - D. Negotiation and Adjudication

5. In organizations, employee dissatisfaction is indicated by _____.
 - A. Complaint
 - B. Employee Ownership
 - C. Grievance Arbitration
 - D. Grievance strike

6. Formal written complaint of employees is called _____.
 - A. Grievance Arbitration
 - B. Grievance Strike
 - C. Grievance
 - D. Employee Ownership

①

(P.T.O.)

7. AITUF stands for _____

- A. All Indian trade union foundation
- B. All India trading union federation
- C. All India trade union federation
- D. None of the above

8. Industrial relations cover the following area(s) _____

- A. Collective bargaining
- B. Labour legislation
- C. Industrial relations training
- D. All of the above

9. The following is (are) included in ILO's standards with regard to industrial relations _____

- A. Right of association
- B. Right to organize and collective bargaining
- C. Tripartite consultants
- D. All of the above

10. Types of third party negotiation is also known as arbitration, it includes _____

- A. Non-binding arbitration
- B. Interest arbitration
- C. Non-binding arbitration
- D. All of above

Q.2 Write a detailed note on issues and trends in collective bargaining.

15

OR

Q.2 Explain the Evolution of industrial relations in detail.

Q.3 Enlist and explain various dispute handling machineries of Industrial dispute act 1947.

15

OR

Q.3 Explain the registration process of trade union.

SECTION -II

Q.4 Write down concept and approaches of industrial relations.

15

OR

Q.4. Write a detailed note on emerging trends in employee relations.

Q.5 Write Short notes (Any Two)

15

1) Employee involvement

2) Collective bargaining

3) Negotiation Skills required in collective bargaining

4) Grievance management procedure