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5 SEM TDC DSE COM (CBCS) 501 GR-II

2021

(Held in January/February, 2022)

COMMERCE

(Discipline Specific Elective)

(For Honours/Non-Honours)

Paper : DSE-501 (Group—II)

(**Human Resource**)

(**Industrial Relation**)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Answer the following as directed : 1×8=8

(a) The Indian Constitution guaranties social security to workers.

(Write True or False)

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(Turn Over)

(2)

- (b) Who developed the system approach to industrial relation?
- (c) In which year was the Industrial Disputes Act introduced?
- (d) A strike shall be regarded as illegal if it is the consequences of an illegal lockout.
(Write True or False)
- (e) Write one way of achieving industrial peace.
- (f) Prohibiting an individual employee is known as lockout.
(Write True or False)
- (g) Write one objective of labour legislation.
- (h) Mention one importance of negotiation.

2. Write short notes on any four of the following :
4×4=16

- (a) Subject matter of industrial relation
- (b) Meaning of lockout under the Industrial Disputes Act
- (c) The Indian Constitution and labour policies
- (d) Consequences of industrial conflict
- (e) Win-win dispute resolution

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(Continued)

(3)

3. What do you mean by industrial relation? Discuss its objectives.
4+10=14

Or

Discuss the Gandhian approach to the field of industrial relation.
14

4. Explain the role of government for improving industrial relation in India.
14

Or

Elaborately explain the industrial relation policies of the Government of India in the post-globalization period.
14

5. What is strike? Describe its different forms.
4+10=14

Or

Write the concept of industrial conflict. Discuss the causes of industrial conflict.
4+10=14

6. Describe about the machineries that are used for prevention and settlement of industrial dispute.
14

Or

What do you mean by the term 'negotiation'? Write the skills and tactics that are required for negotiation.
4+10=14

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