

E 6258



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Reg. No.....

Name.....

B.B.A./B.B.M. DEGREE (C.B.C.S.S.) EXAMINATION, SEPTEMBER 2024

Sixth Semester

Core Course—INDUSTRIAL RELATIONS

(Common for B.B.A. and B.B.M.)

(Prior to 2013 Admission)

Time : Three Hours

Maximum Weight : 25

Part A

Answer all questions.

*A bunch of **four** question carries a weight of 1.*

- I. 1 Industrial relations is about maintaining harmonious relations at the _____.
- 2 Good industrial relation _____ the industrial disputes.
- 3 The labour union representatives negotiate with employers in a process known as _____.
- 4 Employers' organizations operate like _____ and promote the economic and social interests of its member organisations.
- II. 5 _____ is an agreement reached with the management, designating the trade union as a representative entity for collective bargaining purposes.
- 6 Recognition of trade union is generally a matter of mutual agreement between the _____ and the trade union, as there is no specific statutory right to recognition in India.
- 7 _____ unions focus on representing and protecting the interests of workers in a particular craft or occupation.
- 8 By engaging in collective bargaining with employers, trade unions aim to secure better working conditions and fair treatment for their _____.
- III. 9 Involving trade unions in decision-making processes provides _____ with valuable insights into the needs and concerns of their workforce.
- 10 According to the International Labour Organization, collective bargaining is a fundamental right for all _____.

Turn over





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- 11 The goal of collective bargaining is called a collective bargaining _____.
- 12 If the _____ period expires without a collective bargaining agreement in place, union representatives may suggest that workers go on strike until their demands are met
- IV. 13 _____ in management implies mental and emotional involvement of workers in the management of Enterprise
- 14 In _____ participation workers are consulted on the matters of employee welfare such as work, safety and health
- 15 _____ means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry.
- 16 Canteen facility is a _____ type of welfare service.

(4 × 1 = 4)

Part B

*Answer any **five** questions.
Each question carries 1 weight.*

- 17 What is worker's education ?
- 18 What are the benefits of employee welfare ?
- 19 What is distributive collective bargaining ?
- 20 Explain how collective bargaining promotes better understanding between employer and employees
- 21 What role does employer's organization play in Industrial Relations ?
- 22 What is industrial peace ?
- 23 What is global workforce ?
- 24 What do you mean by working conditions ?

(5 × 1 = 5)

Part C

*Answer any **four** questions.
Each question carries 2 weight.*

- 25 Discuss the characteristics of industrial relations.
- 26 Explain the key players of industrial relations.





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- 27 Explain key issues in international industrial relations
- 28 Describe the functions of workers organisations
- 29 Explain the procedure for registering trade unions. What are the benefits of a registered union ?
- 30 Discuss the objectives of collective bargaining

(4 × 2 = 8)

Part D

*Answer any **two** questions.
Each question carries 4 weight.*

- 31 Explain the significance of workers participation in management
- 32 Discuss the objectives of labour welfare activities
- 33 Explain the benefits of collective bargaining to the management

(2 × 4 = 8)

