

SHRI GURU NANAK DEGREE COLLEGE,  
Preet Vihar, RUDRAPUR

**BBA 506: Industrial Relations and Labour Laws**

Section A: Long Answer Questions

Unit I

1. Explain the role and significance of Industrial Relations in the Indian economy.
2. Discuss the importance and functions of Trade Unions.
3. What are the main causes of industrial disputes? Explain with examples.
4. Describe the machinery available for settlement of industrial disputes in India.
5. Critically analyze the impact of strong industrial relations on productivity.
6. How do Trade Unions protect the interests of workers?
7. Explain the concept and types of industrial disputes.
8. Discuss the statutory and non-statutory measures for dispute resolution.
9. Examine the relationship between employer and employee in industrial relations.
10. How has globalization impacted industrial relations in India?
11. Explain the concept of bipartism and tripartism in industrial relations.
12. What are the key provisions under the Industrial Disputes Act, 1947?
13. Discuss the role of the State in maintaining industrial peace.

Unit II

1. Define participative management and explain its importance.
2. Discuss the structure and scope of participative management in organizations.
3. Explain the role and composition of Works Committee.
4. What are Joint Management Councils and their objectives?
5. Examine the prerequisites for successful participation in management.
6. Explain the challenges and limitations of participative management.
7. Discuss the significance of employee involvement in decision-making.
8. How does collective bargaining work in India?
9. Evaluate the effectiveness of collective bargaining in resolving disputes.
10. What is the role of the government in collective bargaining?
11. Describe the benefits and barriers of participative management.
12. How do participative practices affect labor-management relations?
13. Explain the historical evolution of collective bargaining in India.

Unit III

1. Define industrial unrest. What are its causes and consequences?

2. Discuss employee dissatisfaction and its impact on productivity.
3. Explain the grievance handling procedure in organizations.
4. Differentiate between positive and negative discipline.
5. What are the steps involved in a domestic enquiry?
6. Discuss various types of disciplinary actions in organizations.
7. Explain the procedure for handling strikes and lockouts.
8. What legal measures are available to prevent industrial unrest?
9. Explain absenteeism and its implications in industries.
10. Discuss the reasons for employee turnover and ways to reduce it.
11. What are the legal implications of dismissal and discharge?
12. Describe the responsibilities of management in maintaining discipline.
13. Explain the concept of natural justice in disciplinary proceedings.

#### Unit IV

1. Describe the objectives and scope of the Factories Act.
2. Explain the welfare and safety provisions under the Factories Act.
3. What are the provisions related to working hours and leave?
4. Discuss the health measures provided for workers under the Act.
5. Explain the benefits of the Workmen's Compensation Act.
6. Discuss the objectives and functions of the International Labour Organization.
7. What are the key provisions of the Bonus Act?
8. Discuss the eligibility criteria and payment methods under the Gratuity Act.
9. How does social security legislation benefit industrial workers?
10. Explain the employer's responsibilities under the Workmen's Compensation Act.
11. Evaluate the effectiveness of the Bonus Act in Indian industries.
12. Discuss the legal aspects of maternity benefits in factories.
13. Explain the procedure for registration and audit under the Social Audit framework.

### Section B: Short Answer Questions

#### Unit I

1. What do you mean by Industrial Relations?
2. List any two objectives of Trade Unions.
3. Define industrial disputes with examples.
4. Mention any two causes of industrial disputes.
5. What are the different types of industrial disputes?
6. What is conciliation?
7. State two functions of Trade Unions.
8. Mention the role of State in Industrial Relations.
9. What is arbitration?
10. Give two benefits of healthy industrial relations.
11. Differentiate between individual and collective disputes.
12. What is meant by bipartite mechanism?

13. List two key provisions under the Industrial Disputes Act.

### Unit II

1. Define participative management.
2. Mention two benefits of employee participation.
3. What is a Works Committee?
4. State the purpose of Joint Management Councils.
5. What is collective bargaining?
6. List two functions of Joint Management Councils.
7. Mention any two challenges in participative management.
8. What are the prerequisites of effective participation?
9. List two objectives of collective bargaining.
10. What is meant by workers' voice in decision making?
11. Mention the types of participation in management.
12. Define bipartism in participative management.
13. How does government intervene in collective bargaining?

### Unit III

1. What is industrial unrest?
2. Define grievance.
3. Mention two causes of employee dissatisfaction.
4. What is disciplinary action?
5. Differentiate between positive and negative discipline.
6. What is meant by domestic enquiry?
7. List two causes of absenteeism.
8. State two forms of employee turnover.
9. What is a lockout?
10. What is meant by natural justice?
11. Mention two legal implications of dismissal.
12. What is the purpose of a warning letter in discipline?
13. What is the impact of industrial unrest on morale?

### Unit IV

1. What is the purpose of the Factories Act?
2. State two health measures under the Act.
3. Define welfare under the Factories Act.
4. What is Workmen's Compensation Act?
5. Mention two features of the Bonus Act.
6. List two provisions of the Gratuity Act.
7. What is ILO?
8. State the function of ILO.
9. Mention any two objectives of co-operative societies.
10. What is social audit?
11. Define social responsibility of business.
12. Mention one argument in favor of social responsibility.

13. Mention one argument against social responsibility.

## Section C: Multiple Choice Questions (MCQs)

### Unit I

1. Which of the following is not a function of trade unions?

- A. Collective bargaining
- B. Political campaigning
- C. Employee welfare
- D. Wage negotiation

2. Industrial Relations primarily deals with:

- A. Customer relationships
- B. Supplier relations
- C. Employer-Employee relationships
- D. Government policies

3. Which act governs the resolution of industrial disputes in India?

- A. Trade Union Act
- B. Industrial Disputes Act
- C. Factories Act
- D. Shops and Establishments Act

4. The primary aim of industrial relations is to:

- A. Increase production
- B. Avoid legal obligations
- C. Maintain employer-employee harmony

- D. Ensure employee promotions

5. Which of these is a reason for industrial disputes?

- A. Job satisfaction
- B. Good work culture
- C. Wage disagreements
- D. Free lunches

6. Trade unions are formed to:

- A. Represent management
- B. Reduce employee rights
- C. Protect and promote employee interests
- D. Promote government policies

7. Industrial disputes often result in:

- A. Wage hikes
- B. Promotions
- C. Strikes and lockouts
- D. Higher profits

8. The process of resolving industrial disputes is known as:

- A. Marketing
- B. Arbitration
- C. Recruitment

- D. Appraisal

9. Industrial Relations refers to:

- A. Relationships between countries
- B. Employer-employee relations
- C. Employer-customer relations
- D. Retailer-supplier relations

10. The term 'industrial relations' is often associated with:

- A. IT industry
- B. Agriculture
- C. Manufacturing and labor
- D. Education sector

11. Who is a major stakeholder in industrial relations?

- A. Student
- B. Customer
- C. Employer
- D. Vendor

12. The Trade Union Act was passed in the year:

- A. 1926
- B. 1947
- C. 1950

- D. 1976

13. A successful industrial relation framework leads to:

- A. More disputes
- B. Less productivity
- C. Employee dissatisfaction
- D. Organizational harmony

## Unit II

1. Collective bargaining is a process between:

- A. Employee and customer
- B. Employer and supplier
- C. Employer and employee
- D. Government and citizen

2. Joint Management Councils aim at:

- A. Profit-sharing
- B. Strike control
- C. Industrial democracy
- D. Tax collection

3. Participative management encourages:

- A. Management domination
- B. Employee involvement

- C. Government interference
- D. Consumer activism

4. The scope of participative management includes:

- A. Salary deduction
- B. Employee engagement in decision-making
- C. Vendor negotiation
- D. Legal disputes

5. Which of the following is a form of participative management?

- A. Lockout
- B. Arbitration
- C. Suggestion scheme
- D. Strikes

6. Who benefits most from successful participative management?

- A. Only employer
- B. Only employee
- C. Both employer and employee
- D. Only government

7. Which of these is a barrier to participative management?

- A. Trust
- B. Communication



- C. Mutual respect
- D. Lack of interest

8. What is essential for effective collective bargaining?

- A. Conflicts
- B. Strikes
- C. Negotiation
- D. Monopoly

9. Collective bargaining helps in:

- A. Increasing production costs
- B. Reducing employee participation
- C. Solving disputes
- D. Increasing taxation

10. Which body supports collective bargaining?

- A. Trade unions
- B. Shareholders
- C. Consumers
- D. Advertisers

11. An example of non-participative management is:

- A. Joint consultations
- B. Committee-based discussions

- C. Top-down decision making
- D. Suggestion scheme

12. Collective bargaining is done for:

- A. Reducing employee roles
- B. Ensuring employee rights
- C. Monitoring suppliers
- D. Tax rebates

13. Which of these is required before collective bargaining?

- A. Lockout
- B. Government license
- C. Employee representation
- D. Marketing analysis

### Unit III

1. Which of the following is an example of industrial unrest?

- A. Annual meeting
- B. Lockout
- C. Performance bonus
- D. Productivity incentive

2. Absenteeism affects:

- A. Employer branding

- B. Labor productivity
- C. Advertising cost
- D. Raw material

3. Which of these is a method of handling grievances?

- A. Suggestion box
- B. Social media
- C. Performance review
- D. Transfer

4. The purpose of discipline in an organization is to:

- A. Increase disputes
- B. Maintain order
- C. Promote unrest
- D. Cut costs

5. Grievance is:

- A. Personal conflict
- B. Promotion
- C. Formal dissatisfaction
- D. Salary raise

6. A legal dismissal should be based on:

- A. Personal bias
- B. Rules and procedures
- C. Favoritism

- D. Complaints

7. A domestic enquiry is held for:

- A. Birthday celebration
- B. Misconduct
- C. Recruitment
- D. Promotion

8. Disciplinary actions are taken to:

- A. Harass employees
- B. Improve employee behavior
- C. Increase salaries
- D. Transfer staff

9. Which one is a disciplinary action?

- A. Bonus
- B. Salary hike
- C. Suspension
- D. Leave travel allowance

10. Strike is a tool used by:

- A. Government
- B. Employees
- C. Managers

- D. Advertisers

11. Turnover in an organization refers to:

- A. Stock rotation
- B. Employee exit
- C. Machine speed
- D. Tax changes

12. Which one is not a cause of dissatisfaction?

- A. Poor working conditions
- B. Inadequate wages
- C. Timely promotions
- D. Lack of communication

13. Absenteeism can be reduced by:

- A. Increasing work hours
- B. Improving working conditions
- C. Reducing salaries
- D. Shifting blame

#### Unit IV

1. Factories Act ensures:

- A. Managerial bonus
- B. Worker safety and welfare

- C. Legal enforcement
- D. Profit distribution

2. The Workmen's Compensation Act is applicable in case of:

- A. Marriage
- B. Holiday
- C. Injury during work
- D. Strike

3. Gratuity is payable to an employee after:

- A. 3 years
- B. 1 year
- C. 5 years
- D. 10 years

4. Bonus is paid under which Act?

- A. Factories Act
- B. Payment of Bonus Act
- C. Trade Union Act
- D. ESI Act

5. ILO stands for:

- A. Indian Labour Office
- B. International Labour Organization

- C. Industrial Law Office
- D. Industrial Legal Ordinance

6. ILO was established in the year:

- A. 1919
- B. 1947
- C. 1956
- D. 1926

7. The Factories Act was enacted in:

- A. 1923
- B. 1934
- C. 1948
- D. 1956

8. Maternity benefit is related to:

- A. Male workers
- B. Production units
- C. Female employees
- D. Industrial machinery

9. Which of the following is a welfare provision under Factories Act?

- A. Water and sanitation
- B. Tax benefits
- C. Loan waiver
- D. Fuel subsidy

10. Compensation under Workmen's Compensation Act depends on:

- A. Age and work experience
- B. Type of injury and wages
- C. Education level
- D. Marital status

11. Social audit is a method of:

- A. Financial assessment
- B. Evaluating social performance
- C. Product costing
- D. Industrial licensing

12. ILO headquarters is located in:

- A. Geneva
- B. Paris
- C. New York
- D. London

13. Factories Act is primarily concerned with:

- A. Employer profit
- B. Worker safety
- C. Customer service
- D. Political stability