

2010

INDUSTRIAL RELATIONS AND  
LABOUR WELFARE

THIRD PAPER

Full Marks : 100

Time : 3 hours

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

1. Write on any *five* of the following (within  
100 words each) : 5×5=25
- (a) Psychological Approach to Industrial Relations
  - (b) Role of Conciliation Officer
  - (c) Collective Bargaining
  - (d) Quality Circle
  - (e) Arbitration
  - (f) Constitution of Trade Union
  - (g) First Principles of Justice
2. Write on any *three* of the following (within  
200 words each) : 10×3=30
- (a) Distinction between Industrial Relations  
and Labour Management Relations

- (b) Advantages of conciliatory machineries over adjudicating machineries in settling industrial disputes
- (c) Areas in which employer-employee cooperation is witnessed in India
- (d) Causes of weaknesses of Trade Union Movement in India
- (e) Procedure of seeking redressal of grievances by a worker under model grievance procedure

3. Answer any *three* questions (within 300 words each) : 15×3=45

- (a) State the objectives of Industrial Relations. In this context, explain the views expressed by two eminent thinkers viz., Mahatma Gandhi and Karl Marx on the philosophy of industrial relations.
- (b) Explain the distinction between grievances and industrial dispute. Also discuss the role of Bipartite Committees for prevention of disputes in India.
- (c) State the constitution and purpose of Indian Labour Conference and Standing Labour Conference in India.

- (d) Discuss the participative practices followed by Indian industries for sharing of information. Also state the formal participative machineries recognised by Indian industry for participation.
- (e) Discuss the various problems faced by Trade Unions in India. What should be the new role of trade unions in the changing context of industrial economy in India?

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