

**TILAK MAHARASHTRA VIDYAPEETH**  
**Bachelors of Business Administration (Distance)**

Home Assignment – IIIrd year – Semester VI

**Marks : 80**

**Industrial Relations & Labour Laws**

**Code : HR 71613**

**Note :**

- \* The Paper consists of two sections I & II
- \* Attempt any 4 questions from Section I
- \* Questions from Section I carry equal marks
- \* Section II is Compulsory

**Section- I**

Q.1 a) Explain in detail provisions related to health of workers under Factories Act 1948. (15)

**OR**

Q.1 b) Explain the concept of Disaster Management with reference to Onsite & Offsite disaster control plan.

Q.2.a) State & explain the procedure for certification of Standing Orders. (15)

**OR**

Q.2 b) What do you mean by “Standing Orders”. Explain important contents of Standing Orders.

Q.3 a) Explain Industrial Relations in pre & post independence period. (15)

**OR**

Q.3 b) Explain Collective Bargaining and state its importance.

Q.4. Write short notes (Any 3) : (15)

- (1) Strikes
- (2) Lock-out
- (3) Welfare Officer
- (4) Features of Trade Union
- (5) Retrenchment

**Section- II** (15)

Q.5. Multiple choice questions :

- 1) The period of industrial relations before independence is upto \_\_\_\_\_.
- a) 1980
  - b) 1947
  - c) 1927
  - d) 1948

- 2) \_\_\_\_\_ was the first center Trade Union established in 1920.
- a) All India Trade Union Congress
  - b) National Congress
  - c) Indian Federation of Labour
  - d) Hind Mazdoor Sabha
- 3) Indian relations are shaped by three agencies, Management, Labour unions and \_\_\_\_\_.
- a) Worker
  - b) Employee
  - c) Government
  - d) None
- 4) Conciliation Officer is appointed by \_\_\_\_\_.
- a) Employer
  - b) Appropriate Government
  - c) Both (a) & (b)
  - d) None
- 5) Works Committee is formed as a composition of representative of both \_\_\_\_\_ & \_\_\_\_\_.
- a) Government & Employer
  - b) Government & Union
  - c) Employer & workmen
  - d) None
- 6) \_\_\_\_\_ means ceasession of work by workmen employed.
- a) Strike
  - b) Retrenchment
  - c) Lock-out
  - d) Closure
- 7) \_\_\_\_\_ means permanent closing down of the place of employment.
- a) Lock-out
  - b) Closure
  - c) Lay-off
  - d) Retrenchment
- 8) Industrial peace & \_\_\_\_\_ is essential for economic progress of nation.
- a) Spirit
  - b) Harmony
  - c) Fight
  - d) Relevance
- 9) \_\_\_\_\_ is the state before starting the actual bargaining process.
- a) Negotiation
  - b) Strategy formulation
  - c) Pre-negotiation phase
  - d) Selection phase

- 10) Single \_\_\_\_\_ Bargaining is one of the type of Collective Bargaining.
- Plant
  - Employer
  - Productivity
  - Organisation
- 11) The Trade Union is a voluntary and continuous organisation of \_\_\_\_\_.
- Employer
  - Employee
  - Government
  - None
- 12) Role of Trade Union is to secure fair \_\_\_\_\_ for themselves.
- Price
  - Product
  - Wages
  - Welfare
- 13) Section II of Factories Act 1948 is \_\_\_\_\_.
- Ventilation
  - Health
  - Spittoons
  - Cleanliness
- 14) Latrines and \_\_\_\_\_ has got a separate provisions for the health of workers.
- Urinals
  - Spittoons
  - Ventilation
  - Dust
- 15) Adult worker shall be allowed to work only for \_\_\_\_\_ hours in any week.
- Thirty-eight
  - Forty
  - Twenty-eight
  - Forty-eight

Q.5. Match the pair :

(5)

- |                     |                  |
|---------------------|------------------|
| 1) Welfare Officers | (i) Section II   |
| 2) Canteens         | (ii) Section 46  |
| 3) Cleanliness      | (iii) Section 45 |
| 4) Spittoons        | (iv) Section 49  |
| 5) First-aid        | (v) Section 20   |