



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES
End Semester Examination, December 2022

Course: Industrial Relations

Program: BBA-Core-HRM

Course Code: HRES 2004

Semester: III

Time : 03 hrs.

Max. Marks: 100

Instructions:

SECTION A
10Qx2M=20Marks

S. No.		Marks	CO
Q 1	Collective bargaining was considered as apex of IR system is concerned with a) Gandhian approach b) Systems approach c) Oxford approach d) All of these	2	CO1
Q 2	Bipartite industrial relations between a. Management and Trade Union b. Trade Union and Government c. Management and Government d. Management, Government and Union	2	CO1
Q 3	International Labor Organisation is an agency of _____. a) IBRD b) UN Security Council c) Bureau of International Labor Affairs d) United Nations	2	CO1
Q 4	Define the term <i>tripartite</i> in Industrial Relations.	2	CO1
Q 5	Who developed the system approach of Industrial Relations.	2	CO1
Q 6	In which year, the Industrial Dispute Act was introduced?	2	CO1
Q 7	What are meant by term <i>Collective Bargaining</i> ?	2	CO1
Q 8	Which of the following is the approaches of industrial relation? a) Gandhian approach b) System approach c) Oxford approach d) All of these	2	CO1
Q 9	AITUC stands for a) All India Trade United Congress b) All India Trade Union Congress c) Anglo Indian Trade United Congress d) All India Trade United Committee	2	CO1

Q 10	Write the any three Central Trade Unions Organizations in India.	2	CO1
SECTION B 4Qx5M= 20 Marks			
Note: Attempt any four questions.			
Q 1	Differentiate between Arbitration and Conciliation.	5	CO2
Q 2	Explain the different functions of Trade Unions in India.	5	CO2
Q 3	Define the term <i>Picketing</i> and its purpose in industrial disputes.	5	CO2
Q 4	Define the Webbs theory of Industrial Democracy.	5	CO2
Q 5	Explain the importance of SHAW act, 2013 in addressing the sexual harassment at workplace.	5	CO4
SECTION-C 3Qx10M=30 Marks			
Q 1	Adjudication is an ultimate remedy of unresolved dispute. Explain the adjudication and three tier machinery for the adjudication of Industrial Disputes.	10	CO3
Q 2	Strike is a powerful weapon in Industrial Relations. Explain the different type of strikes.	10	CO4
Q 3	Why Workers Participation in Management is important? Compare different levels of WPM.	10	CO3
SECTION-D 2Qx15M= 30 Marks			
Q 1	Examine the statement and answer the questions. “Discipline is the very essence of life. Discipline is the backbone of healthy industrial relations. The promotion and maintenance of employee discipline is essential for smooth functioning of an organisation. Employee morale and industrial peace are definitely linked with a proper maintenance of discipline.” a. What are the different forms of punishment or disciplinary action against indiscipline? b. Explain the discipline handling procedure against employee misconduct.	15	CO3
Q 2	Sexual harassment is one of the most frequently discussed topics in employee relations today. There is good reason for that: no other kind of claim has quite the scare and shock value that a sexual harassment claims carries. That is because most people associate sexual harassment with sexual overtures, unwelcome touching, or outright assaults on an employee. Such actions are usually accompanied by promises of favorable treatment at work or by threats of unfavorable treatment. However, that form of sexual harassment is rare compared to the much more frequent situation of a hostile work environment. A hostile work environment, as far as sexual harassment is concerned, arises from any conduct in the workplace that has the purpose or effect of unreasonably interfering with a person's work performance or creating an intimidating,	15	CO4

	<p>hostile, or offensive working environment. In many ways, employers have a harder time dealing with the latter type of sexual harassment because it can be so hard to spot, whereas the former variety of sexual harassment, the so-called "quid pro quo" harassment, is fairly easy to recognize.</p> <ul style="list-style-type: none">a. What employers should do to address and minimize the sexual harassment at the workplace?b. Illustrate the governing prevention, prohibition and redressal act to the prevention of sexual harassment against women at workplace in the whole of India		
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