



MUTHAYAMMAL ENGINEERING COLLEGE

(An Autonomous Institution)

(Approved by AICTE, New Delhi, Accredited by NAAC & Affiliated to Anna University)



Rasipuram - 637 408, Namakkal Dist., Tamil Nadu

DEPARTMENT OF MANAGEMENT STUDIES

19MBC22 - Industrial Relations and Labour Laws

UNIT – I

2 MARKS

1. State the features pertaining to industrial relations.
2. What is a 'trade union'?
3. What do you mean by industrial disputes?
4. What are the obligations of the registered trade union?
5. What are the rights of the registered trade union.
6. Who shall be appointed as the registrar of the trade union and by whom?
7. Who can become members of the trade union?
8. What is the procedure to cancel the registration certificate of a trade union?
9. Define: code of conduct.
10. Write short notes on: the central trade unions.

PART-B

1. (i) Explain the concept of industrial relations.
(ii) Discuss the importance of industrial relations.
2. (i) Explain the scope and aspects of industrial relations.
(ii) Explain the components of industrial relations system.
3. (i) Discuss the factors that affects industrial relations
4. (ii) Discuss the goals and objectives of a trade union.
5. (i) Explain the functions of a trade union
(ii) What are the requirements needed to make workers participation more effective?

UNIT – II

2 MARKS

1. What is industrial dispute?
2. What are the causes of industrial disputes?
3. State the impact of industrial disputes.
4. What is strike?
5. State the essential features of strike.
6. What is wage?

7. Who is a workman?
8. What is lock-out
9. What is adjudication?
10. Define: absenteeism

PART-B

1. (i) Explain in detail the causes of industrial conflicts
(ii) Discuss the various types of strike
2. (i) Discuss the approaches and procedure of adjudication.
(ii) Discuss the various types of arbitration.
3. (i) Discuss the types of adjudication
(ii) Explain voluntary retirement scheme in detail
4. (i) Discuss the causes and effects of grievances
(ii) Briefly outline the feature of a grievance procedure and the steps in grievance handling
5. (i) What is discipline? Explain the difference between the positive and negative concept of discipline
(ii) Discuss the factors to be considered before taking a disciplinary action.

UNIT – III

Part-A

1. What is labour welfare?
2. What are the basic characteristics of labour welfare?
3. State the principles of labour welfare services.
4. State the objective of workers' education.
5. State the common features of workers' education
6. What are the contents of safety service programme
7. What are the latest accident prevention methods?
8. What are the provisions of factories act, 1948?
9. Indicate the major features of factories act.
10. State the protective measure in case of fire to be adopted according to factories act, 1948

Part-B

1. (i) Discuss the principle of labour welfare services
(ii) Explain the contents of a safety services programme
2. (i) Discuss the labour welfare measure in India.
(ii) Explain the provisions of the factories act, 1948 ensuring health of workers in a factory
3. (i) Explain the provisions of factories act, 1948 ensuring safety of workers in a factory
(ii) Explain the provisions of the factories act, 1948 ensuring welfare of workers in a factory
4. (i) Discuss the concept of workers education.

- (ii) Discuss the main contents of workers' education and training programme
- 5. (i) Explain concept of labour welfare.
- (ii) Explain about occupational hazards.

UNIT- IV

Part-A

1. What is working environment?
2. Define Industrial Accident.
3. What are the causes of Industrial Accident?
4. What are the various safety measures provided to workers in a factory?
5. What is Industrial Fatigue?
6. State the nature of Industrial Fatigue.
7. State the effects of Industrial Fatigue.
8. Write short notes on Accident Records.
9. What is work stress?
10. What are the objectives of human factor engineering?

Part-B

1. (i) Explain the various safety measures provided to workers in a factory?
(ii) State the causes of Industrial Accidents.
2. (i) Explain in detail the various accident preventive measures
(ii) Explain the various statutory safety and health measures provided to employees.
3. (i) Explain the provisions of industrial disputes act 1947.
(ii) Explain in detail the manner in which the accident reports and records are to be maintained.
4. (i) Discuss the type of work stress.
(ii) What are the potential sources of work stress? Explain then in detail.
5. (i) How do individuals and organizations manage stress or cope with stress.
(ii) Explain about safety accident prevention and occupational hazards.

UNIT- V

Part-A

1. What are the provisions of the Contract Labour (Regular and abolition) Act,1970?
2. What are the objectives of workmen's Compensation Act?
3. State the main features of ESI Act,1948.
4. What is Dependants benefit?
5. What are the consequences of excessive sickness benefit?
6. What is employee provident fund scheme?
7. What is maternity benefit?
8. What is KPO
9. Explain BPO
10. What do you mean by dispute?

Part-B

1. (i)Discuss the main provisions of the contract Labour (Regular and abolition) Act,1970.
(ii)Enumerate briefly the provisions and restrictions under the Factories Act relating to employment of women and young persons in a factory.
2. (i)State briefly the provisions of Factories Act,1948 relating to employment of children in the factories.
(ii)Summarise the features and provisions of wage and bonus legislation.
3. (i)Discuss the legislation on industrial employment standing orders.
(ii)What is social security of workers? Discuss.
4. (i)What are the benefits available to employees under ESI Act 1948?
(ii)Discuss briefly the main provisions of central provident fund Act 1952.
5. (i)Discuss the main provisions of the Maternity Benefit Act 1961.
(ii)Discuss the main provisions of the Payment Gratuity Act 1972.