

[Time: 2.30 Hours]

[ Marks:75]

Please check whether you have got the right question paper.

N.B: 1. All questions are compulsory.

Q1 a. Match the following (Any 8 )

8

	Group A		Group B
1.	Labour Welfare	i.	Constant loud noise
2.	Industrial relations	ii.	Stress
3.	Decreases employee turnover	iii.	Multidisciplinary field for employee relationship
4.	Physical Hazards	iv.	Gratitude towards employees
5.	Welfare is a concept of totality	v.	Career development
6.	JMC	vi.	Efforts to make life worth living for workmen
7.	Bonus, salary raise & promotions	vii.	Principle of intergration
8.	Fatigue	viii.	Dissatisfaction of an employee with what he expects from employer
9.	Safety	ix.	Council formed at plant level
10.	Grievance	x.	Is an attitude at work

Q1 b. State whether the following statements are true or false (Any 7)

7

- i. Provision of collective bargaining is given in Industrial Disputes Act 1947.
- ii. Mahatma Gandhi was a strong advocate of the trusteeship theory of labour welfare activities.
- iii. Collective bargaining helps only union and employees and not employers.
- iv. Extra-mural welfare activities are the Welfare amenities outside the establishments.
- v. Labour welfare activities are dynamic in nature.
- vi. Medical facilities are provided only to government sector employees.
- vii. Conciliation is a form of mediation.
- viii. Grievances have a negative impact on employees.
- ix. Poor communication is a cause of employee grievance.
- x. Workers participation in management should exist at all levels.

Q2 a. What do you mean by employee relations? Explain in detail importance of employee relations. 8

Q2 b. Explain in detail the principles of collective bargaining. 7

**OR**

Q2 p. Discuss in detail how HR professionals play an important role in employee relations. 8

Q2 q. Discuss the concept of collective bargaining in detail. 7

Q3 a. Discuss the various approaches to employee welfare. 8

Q3b. What are the various welfare activities undertaken by central government and labour union labour welfare? 7

**OR**

Q3 p. Explain the policing theory and Philanthropic theory of labour welfare. 8

Q3 q. What can be done to provide healthy work environment to employees 7

Q4a. 'Grievances do not arise on their own but have strong causes behind them.' Discuss the statement in detail. And also explain the effects of the same. 15

**OR**

Q4 p. Discuss the levels of employee participation. 8

Q.4q. What are the different hazards at workplace? 7

5a. What role does an employer play in the welfare work of employees. 8

Q5b. What are the essential pre-requisites for grievance handling process? 7

**OR**

Q5 p Short Notes (Any 3) 15

- i. Boredom at workplace.
- ii. Elements of employee relations
- iii. Statutory welfare schemes
- iv. Coordinated Bargaining
- v. Safety Culture

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