



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

U.G. DEGREE EXAMINATION – ALLIED
THIRD SEMESTER – NOVEMBER 2024



UBC 3401 – INDUSTRIAL RELATIONS AND LABOUR LAWS

Date: 15-11-2024

Dept. No.

Max. : 100 Marks

Time: 09:00 am-12:00 pm

SECTION A - K1 (CO1)

	Answer ALL the Questions	(10 x 1 = 10)
1.	Answer the following.	
a)	Define Industrial Relations.	
b)	Which century the trade union was established?	
c)	What is collective bargaining?	
d)	Write a meaning of misconduct in IR.	
e)	Give the meaning of Strike.	
2.	Fill in the blanks.	
a)	According to _____ IR is a designation of a whole field of relationship that exists because of a necessary collaboration of men and women in the employment processes of industry.	
b)	Trade Unions are formed to protect and promote the interest of their _____.	
c)	_____ form an important aspect of the process of collective bargaining.	
d)	The _____ that disturbs an employee, whether or not the unrest is express in words.	
e)	Sickness, authorized leave, legal strikes, and lockouts not due to the _____.	

SECTION A - K2 (CO1)

	Answer ALL the Questions	(10 x 1 = 10)
3.	Match the following.	
a)	Full Employment	- Low wage payment
b)	Employees Union	- ILO
c)	Collective Bargaining	- Complaint

d)	Grievance - Wages
e)	Retrenchment - Beach
4.	True or False.
a)	According to ILO, labour is a commodity.
b)	Strike is the union tactics.
c)	The essence of collective bargaining is bargaining between interested parties and not from outside parties.
d)	Work environment is the reason of grievances.
e)	Retrenched workers should be paid their compensation immediately at the time of retrenchment.
SECTION B - K3 (CO2)	
Answer any TWO of the following in 100 words each. (2 x 10 = 20)	
5.	Explain the functions of International Labour Organisation.
6.	Enumerate the functions of Trade Union.
7.	Explain the stages of collective Bargaining.
8.	Elaborate the concept of grievances.
SECTION C – K4 (CO3)	
Answer any TWO of the following in 100 words each. (2 x 10 = 20)	
9.	Elaborate the objectives of workers participation in Management?
10.	Explain the concept of joint in Employees Union.
11.	Enumerate the five core steps of bargaining process.
12.	Elucidate the features of Grievances.
SECTION D – K5 (CO4)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	
13.	Explain the objectives of industrial relations.
14.	Elucidate the concept of worker's participation.
SECTION E – K6 (CO5)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	

15.	Explain in detail the different types of Absenteeism.
16.	Enumerate the different types of Industrial Disputes Act.
