



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

U.G. DEGREE EXAMINATION – ALLIED

THIRD SEMESTER – APRIL 2025



UBC 3401 – INDUSTRIAL RELATIONS AND LABOUR LAWS

Date: 03-05-2025

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

SECTION A - K1 (CO1)

Answer ALL the Questions

(10 x 1 = 10)

1. Answer the Following.

- a) Define Trade Union.
- b) Write a short note on ILO.
- c) State the need for Industrial Work Committee.
- d) What do you understand by discipline in IR?
- e) Who is a workman?

2. Fill in the blanks.

- a) According to _____ IR is defined as complex of inter-relations among workers, managers and Government.
- b) The primary function is to protect the interest of workers against _____.
- c) Collective bargaining has benefits not only for the present but also for the _____.
- d) _____ is a spoken or written dissatisfaction brought to the attention of the supervisor.
- e) Continuous service means _____ service.

SECTION A - K2 (CO1)

Answer ALL the Questions

(10 x 1 = 10)

3. Match the following.

- a) ILO - Long hours of works
- b) Employees Join Union - 1919
- c) Collective Bargaining - Formal dispute
- d) Grievance - Basic Pay
- e) Retrenchment - Flippo

4.	True or False.
a)	India becomes specialized agency of UN in 1946.
b)	Black mailing is not the union tactics of IR.
c)	Collective bargaining is not a mode of fixing the terms of employment.
d)	Economic is the reason of grievances.
e)	Retrenched workers should not 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.	Describe the roles of ILO.
6.	Explain the theories of Trade Union.
7.	List out the characteristics of collective bargaining
8.	Explain the causes of absenteeism.
SECTION C – K4 (CO3)	
Answer any TWO of the following in 100 words each. (2 x 10 = 20)	
9.	Explain the importance of Industrial Relations.
10.	Why do employees join Union? Explain.
11.	Explain the five core steps of bargaining process.
12.	Enumerate the misconduct of industrial relations.
SECTION D – K5 (CO4)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	
13.	List out the Factors Affecting Industrial Relations in detail.
14.	Explain the different types of theories of trade union.
SECTION E – K6 (CO5)	
Answer any ONE of the following in 250 words (1 x 20 = 20)	
15.	Elaborate in detail the concept of worker's participation in management.
16.	Explain the different types of Absenteeism.
