



LOYOLA COLLEGE (AUTONOMOUS) CHENNAI – 600 034

M.A. DEGREE EXAMINATION – SOCIAL WORK

FOURTH SEMESTER – APRIL 2025



PSW4MC05 – INDUSTRIAL RELATIONS, TRADE UNIONS AND LABOUR WELFARE

Date: 25-04-2025

Dept. No.

Max. : 100 Marks

Time: 01:00 PM - 04:00 PM

SECTION A – K1 (CO1)

	Answer ALL the questions	(5 x 1 = 5)
1	Fill in the blanks:	
a)	Article _____ in Indian Constitution guarantees equal pay for both men and women.	
b)	The employers' organizations of one industry jointly bargaining with unions in that industry is the type of _____ level Collective Bargaining.	
c)	The term 'Industrial Dispute' has been defined in Section _____ of the Industrial Disputes Act, 1947.	
d)	The Assumption of Labour Welfare measure for the creation of a good corporate image & employability brand of the organization is based on the _____ theory.	
e)	Dattopant Thengadi National Board for Workers Education and Development (DTNBWED) is an autonomous body under the Ministry of _____.	

SECTION A – K2 (CO1)

	Answer ALL the questions	(5 x 1 = 5)
2	Answer the following:	
a)	Outline any two common symptoms of indiscipline.	
b)	Define Trade Union as per the Trade Union Act, 1926.	
c)	Interpret Industrial Democracy.	
d)	Give the name of the Minister for Labour Welfare & Skill Development in Tamil Nadu.	
e)	Name the current Director- General of ILO.	

SECTION B – K3 (CO2)

	Answer any THREE of the following in 100 words each.	(3 x 10 = 30)
3	Organize the various components involved in Industrial Relations.	
4	Identify the essential conditions for Collective Bargaining in India.	
5	Report the different levels of workers' participation in an organization.	
6	Highlight the provisions of the scheme 'Housing for all by 2022'.	
7	Show the functions of Dattopant Thengadi National Board for Workers Education and Development.	

SECTION C – K4 (CO3)

	Answer any TWO of the following in 200 words each.	(2 x 12.5 = 25)
8	Explain the causes of grievances and the types of its redressal.	
9	Estimate the importance of Social Dialogue in industrial relations with its scope.	
10	Analyze the merits and demerits of Code on Social Security, 2020.	
11	Point out the meaning of Strike and its various types.	

SECTION D – K5 (CO4)

	Answer any ONE of the following in 500 words	(1 x 15 = 15)
12	Summarize the disciplinary procedures involved in case of misconduct of employees.	
13	Evaluate how new labour reforms impacted industrial dispute resolution in India.	

SECTION E – K6 (CO5)

	Answer any ONE of the following in 1000 words	(1 x 20 = 20)
14	Compose various processes involved in adjudication as per the Industrial Disputes Act, 1947.	
15	As a HR, outline the working conditions of Gig and Platform workers and design programmes to improve their working conditions.	

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