

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION MAY 2023
(Second Semester)

Branch – APPLIED PSYCHOLOGY

INDUSTRIAL RELATIONS & LABOUR WELFARE

Time: Three Hours

Maximum: 50 Marks

SECTION-A (5 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(5 x 1 = 5)

- 1 What is the responsibility of a Labour Welfare Officer?
 - (i) To manage the organization's finances
 - (ii) To ensure employee safety and welfare
 - (iii) To recruit new employees
 - (iv) To handle marketing and sales
- 2 What is the objective of Social Security?
 - (i) To increase taxes on the rich
 - (ii) To decrease the retirement age
 - (iii) To provide a safety net for individuals and families
 - (iv) To decrease access to healthcare
- 3 What are the methods of Grievance redressal?
 - (i) Strikes and lockouts
 - (ii) Legal action
 - (iii) Collective bargaining
 - (iv) Negotiation and mediation
- 4 What is collective bargaining?
 - (i) The process of resolving individual employee grievances
 - (ii) The process of negotiating between unions and employers to determine wages, benefits, and working conditions
 - (iii) The process of recruiting new union members
 - (iv) The process of protesting against management decisions
- 5 What is the main objective of a Trade Union?
 - (i) To increase wages and benefits for its members
 - (ii) To improve working conditions for all employees in the industry
 - (iii) To advocate for policies that benefit all workers, regardless of union membership
 - (iv) To influence government policies related to labour and employment

SECTION - B (15 Marks)

Answer ALL Questions

ALL Questions Carry EQUAL Marks

(5 x 3 = 15)

- 6 a) Bring out the characteristics of Indian labour.
(OR)
b) Analyze the problems faced by Indian labour in unorganized Sectors.
- 7 a) Briefly discuss the impact of ILO in India.
(OR)
b) Explain the concept of social security and its importance in modern society.
- 8 a) Write a short note on lay off and strike.
(OR)
b) Analyze the various causes of grievance in the workplace.

Cont...

- 9 a) Trace out the factors of Wage Fixation.
(OR)
b) Explain the concept of wage and its types.
- 10 a) Analyze the concept of workers' participation in management.
(OR)
b) Discuss the various levels of participation and functions of committees involved in workers' participation.

SECTION -C (30 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 x 6 = 30)

- 11 a) Discuss the concept of labor welfare, its objectives and importance.
(OR)
b) Explain the need for industrial relations and highlight the factors that affect them.
- 12 a) Discuss the need for social assistance and social insurance programs in India.
(OR)
b) Describe the objectives of International Labour Organizations.
- 13 a) Explain the importance of grievance redressal, and describe the different methods of grievance redressal available to employees.
(OR)
b) Discuss the different types of grievances that can arise in the workplace.
- 14 a) Describe the important provisions of Payment of Wages Act 1936.
(OR)
b) Explain the concept of collective bargaining and the process of collective bargaining.
- 15 a) Explain the concept of trade union and enumerate the problems they face.
(OR)
b) Discuss the benefits of workers' participation in management and the challenges that it can pose.

Z-Z-Z

END