

PSG COLLEGE OF ARTS & SCIENCE  
(AUTONOMOUS)

PGDHRM DEGREE EXAMINATION MAY 2024  
(First Semester)

Branch – DIPLOMA IN HUMAN RESOURCE MANAGEMENT

INDUSTRIAL RELATIONS

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

1. Identify the major actors of industrial relation from the following.  
(a) Employees and employer relation  
(b) government  
(c) departments  
(d) customer
2. Adopting a step-by-step approach in dealing with indiscipline problems is the fundamental principle of \_\_\_\_\_.  
(a) Progressive Discipline (b) Negative Discipline  
(c) Positive Discipline (d) Authority Discipline
3. Which one of the following is a management cause for industrial conflict?  
(a) Non recognition of unions (b) Higher wages  
(c) Low morale (d) absenteeism
4. Any \_\_\_\_\_ or more members can form a trade union in an industry.  
(a) six (b) ten (c) seven (d) five
5. Industrial Relations began in  
(a) In 1865 Morant Bay Rebellion  
(b) After the America civil war  
(c) Europe 1647  
(d) Great Britain in the 18th century
6. Pendulum Arbitration is also called  
(a) Final offer or straight offer arbitration  
(b) Final offer or straight choice arbitration  
(c) Third party arbitration  
(d) Simple arbitration
7. The decision of the arbitrator is called  
(a) An agreement (b) A decision  
(c) An award (d) An arbitration
8. The main Industrial Relations institutions are  
(a) Private Sector and Government  
(b) Private Sector, Union and Management  
(c) Government, Employee and Trade Unions  
(d) Government, Trade Unions and Employers
9. The four types of unions are:  
(a) Craft Union, General Union, Staff Union and Blanket Union  
(b) Staff Union, Blanket Union, Industrial Union and Craft Union  
(c) Staff Union, Blanket, Industrial Union, General Union  
(d) None of the above
10. Welfare Officers are to be appointed if Organisation is engaging \_\_\_\_\_ or more employees.  
(a) 500 (b) 250 (c) 600 (d) 750

Cont...

**SECTION - B (35 Marks)**Answer **ALL** questions**ALL** questions carry **EQUAL** Marks (5 × 7 = 35)

- 11.a. Summarize the objectives of Industrial Relations.  
(OR)
- 11.b. Classify the role of state.
- 12.a. Specify the role of trade union in collective bargaining.  
(OR)
- 12.b. Organize the causes of industrial disputes and impact.
- 13.a. Spell out the process of grievances handing.  
(OR)
- 13.b. What is standing order under labour law?
- 14.a. Examine the significance of Industrial Health and Hygiene.  
(OR)
- 14.b. What are Occupational Hazards?
- 15.a. Examine the welfare female labour.  
(OR)
- 15.b. Is contract labour legal in India?

**SECTION -C (30 Marks)**Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks (3 × 10 = 30)

16. Trace out the evolution of IR in India.
17. "Adjudication is not an ideal means of settling Industrial Disputes" – Discuss.
18. Discuss the principals of Natural Justice.
19. Examine the psychological problems associated with industrial safety.
20. Industrial Relations is becoming more and more bipartite with gradual withdrawal of the state from IR scene. Discuss the merging trends in Industrial Relations in India.

Z-Z-Z

END