

**PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)**

**MSc DEGREE EXAMINATION MAY 2025
(Second Semester)**

Branch- **APPLIED PSYCHOLOGY**

INDUSTRIAL RELATIONS AND LABOUR WELFARE

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Labor is defined as: a) Work done only in manufacturing industries b) Any form of human effort used in the production of goods and services c) Work done by machines d) Work restricted to skilled professionals	K1	CO1
	2	Under the Indian Constitution, labor rights are part of: a) Fundamental Rights b) Directive Principles of State Policy c) Both Fundamental Rights and Directive Principles d) None of the above	K2	CO1
2	3	Social security measures aim to: a) Provide financial protection to workers against contingencies like sickness, unemployment, and old age b) Increase wages c) Minimize industrial disputes d) Ensure that trade unions are strong	K1	CO2
	4	The ILO's impact in India has been primarily in the area of: a) Trade liberalization b) Labor laws and social security c) Economic growth d) Promoting private investments	K2	CO2
3	5	A grievance refers to: a) A personal dispute between workers b) A formal complaint raised by an employee regarding workplace conditions c) A company's policy on layoffs d) A legal dispute between companies	K1	CO3
	6	An industrial dispute can arise due to: a) Wage issues, working conditions, and employment terms b) Worker absenteeism c) Overproduction d) Disagreements among consumers	K2	CO3
4	7	The Wage Boards in India are primarily responsible for: a) Implementing wage cuts in the public sector b) Fixing minimum wages for workers in certain industries c) Negotiating wages between individual workers and employers d) Providing subsidies to low-income workers	K1	CO4
	8	The bargaining unit in collective bargaining is: a) A group of employers negotiating with trade unions b) The employees or group of employees that a trade union represents in negotiations c) The government body that oversees wage negotiations d) A separate organization hired to mediate labor disputes	K2	CO4

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5	9	The Marxist theory of trade unions suggests that: a) Trade unions promote class harmony b) Trade unions are essential in the fight against capitalist exploitation c) Trade unions should be controlled by the government d) Trade unions prevent technological advancement	K1	CO5
	10	The level of participation where employees are consulted but do not have a final say in decisions is called: a) Informative participation b) Consultative participation c) Decisive participation d) Financial participation	K2	CO5

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Explain the importance of labor welfare in promoting industrial harmony.	K2	CO1
		(OR)		
	11.b.	Explain the provisions for labor welfare under the Indian Constitution.		
2	12.a.	Identify any 1 significant social security measure and explain its significance in the well-being of workers.	K3	CO2
		(OR)		
	12.b.	Identify the objectives of the International Labor Organization and its role in improving global labor standards.		
3	13.a.	Explain the effects of grievance redressal.	K3	CO3
		(OR)		
	13.b.	Identify the main causes of industrial disputes and methods for preventing them in the light of the given scenario.		
4	14.a.	Evaluate the impact of minimum wage laws on the labor market.	K5	CO4
		(OR)		
	14.b.	Evaluate the significance of understanding power dynamics in collective bargaining and how it affects negotiation outcomes.		
5	15.a.	Explain the types of trade Unions.	K3	CO5
		(OR)		
	15.b.	Explain the functions of various committee.		

SECTION -C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks (3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Explain the importance of labor welfare in ensuring productivity and industrial peace. Discuss how different types of labor require different welfare measures.	K2	CO1
2	17	Identify the importance of social security measures in ensuring the economic security of workers.	K3	CO2
3	18	Identify the common causes of grievances among employees, and analyze how can effective grievance management contribute to better industrial relations?	K3	CO3
4	19	Examine the different wage determination methods (such as market rate, cost of living, and collective bargaining) and their implications for employee satisfaction and organizational performance.	K5	CO4
5	20	Identify the different forms of worker's participation in management, and how do they affect decision-making processes within organizations? Use examples to substantiate your points.	K3	CO5

Z-Z-Z END