

PSG COLLEGE OF ARTS & SCIENCE
(AUTONOMOUS)

MSc DEGREE EXAMINATION MAY 2024
(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	Labour in Organized Sectors is characterized by: a) Low productivity b) High job security c) Flexibility in working hours d) Voluntary employment	K1	CO1
	2	Which Act governs the provisions related to labour in factories? a) Industrial Disputes Act, 1947 b) Minimum Wages Act, 1948 c) Payment of Gratuity Act, 1972 d) Factories Act, 1948	K2	CO1
2	3	The main objective of Social Security is to: a) Maximize corporate profits b) Ensure a safety net for citizens c) Promote international trade d) Provide tax breaks for the wealthy	K1	CO2
	4	Which organization focuses on international labour standards and rights? a) World Trade Organization (WTO) b) United Nations (UN) c) International Labour Organization (ILO) d) World Bank	K2	CO2
3	5	What are the causes of industrial disputes? a) High employee satisfaction b) Effective grievance redressal mechanisms c) Poor working conditions d) Adequate wage levels	K1	CO3
	6	A common method of grievance redressal in industries is: a) Wage reductions b) Collective bargaining c) Employee recognition programs d) Employee layoffs	K2	CO3
4	7	What factors influence wage fixation? a) Government regulations only b) Employer's bargaining power only c) Market forces and government regulations d) Trade union demands only	K1	CO4
	8	The primary objective of collective bargaining is to: a) Maximize corporate profits b) Ensure employee welfare c) Reduce workplace conflicts d) Minimize government intervention	K2	CO4
5	9	What is the main objective of a trade union? a) Promote government policies b) Maximize shareholder wealth c) Protect workers' rights d) Minimize corporate taxes	K1	CO5
5	10	The significance of workers' participation in management lies in: a) Increasing managerial control b) Improving employee morale c) Reducing productivity d) Ignoring worker perspectives	K2	CO5

Cont...

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.	Analyze the role of labour welfare in promoting industrial harmony.	K2	CO1
		(OR)		
	11.b.	Compare and contrast the objectives of industrial relations and labour welfare.		
2	12.a.	Discuss the impact of International Labour Organizations on labour policies in India.	K3	CO2
		(OR)		
	12.b.	Examine the significance of social security in the modern workforce.		
3	13.a.	Evaluate the effectiveness of different methods of grievance redressal in industries.	K3	CO3
		(OR)		
	13.b.	Formulate strategies to prevent industrial disputes in the workplace.		
4	14.a.	Analyze the factors influencing wage fixation in industrial settings.	K4	CO4
		(OR)		
	14.b.	Discuss the principles and tactics involved in collective bargaining.		
5	15.a.	Propose measures to address the challenges faced by trade unions in the 21st century.	K4	CO5
		(OR)		
	15.b.	Explore the potential benefits and drawbacks of workers' participation in management.		

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	Justify the importance of labour welfare in enhancing productivity and employee satisfaction.	K4	CO1
2	17	Appraise the role of social security in reducing income inequality and poverty.	K5	CO2
3	18	Evaluate the importance of grievance redressal mechanisms in maintaining industrial peace.	K5	CO3
4	19	Discuss how innovative wage structures can motivate employees and enhance organizational performance.	K6	CO4
5	20	Suppose you are tasked with designing a comprehensive workers' participation program in a manufacturing company. Develop a plan outlining the key components and expected outcomes.	K6	CO5

Z-Z-Z

END