



## **INDUSTRIAL RELATION**

### **PAPER CODE -DSE (IC), SEMESTER 5**

#### **SHORT ANSWER TYPE OF QUESTION ( 3 MARKS EACH )**

1. What is Industrial Relations (IR) and why is it important?
2. Describe the concept, scope, and environment of Industrial Relations.
3. Explain the evolution of Industrial Relations and discuss the models of confrontation and collaboration.
4. What are quality circles and why are they significant in Industrial Relations?
5. Discuss the role of labor and the International Labour Organization (ILO) in contemporary issues of Industrial Relations.
6. What is the World Trade Organization (WTO) and its relevance to Industrial Relations?
7. What are the key reports of the National Labour Commission and their significance?
8. What are the causes and effects of disputes in Industrial Relations?
9. Explain the methods of settling disputes, including conciliation, mediation, arbitration, and adjudication.
10. Define collective bargaining and discuss its necessity, significance, and limitations.
11. Describe the collective bargaining process and the types of productivity bargaining.
12. What is negotiation in the context of Industrial Relations?
13. Describe the nature of trade unions, including their structure and leadership.
14. Discuss the emergence and functions of trade unions.
15. What are the problems faced by trade unions?
16. Explain the relevance and evolution of the trade union movement in India.
17. How do trade unions interact with management in India?
18. What is the contemporary role of trade unions in service sector organizations?
19. Define empowerment and worker participation in Industrial Relations.
20. What are the future directions of Industrial Relations, particularly regarding the implications of contractual labor?

#### **LONG ANSWER TYPE OF QUESTION ( 15 MARKS EACH )**

1. Explain the nature and scope of Industrial Relations, highlighting its significance in organizational dynamics.
2. b. Explain the concept of Industrial Relations and its evolution over time.



3. c. Analyze the environmental factors influencing Industrial Relations, including technological advancements, globalization, and government policies.
4. Explain the historical evolution of Industrial Relations from its origins to the present day.
5. b. Compare and contrast the confrontation and collaboration models of Industrial Relations.
6. c. Evaluate the effectiveness of each model in managing labor relations in contemporary organizations.
7. Explain the concept of quality circles and their role in enhancing employee involvement and productivity.
8. b. Discuss the relationship between labor issues and the International Labour Organization (ILO).
9. c. Analyze the impact of the World Trade Organization (WTO) on labor standards and Industrial Relations.
10. d. Evaluate the significance of reports issued by the National Labour Commission in addressing labor-related challenges.
11. Identify the causes and effects of disputes in Industrial Relations, considering factors such as wage disputes, unfair labor practices, and workplace grievances.
12. b. Explain the methods of settling disputes, including conciliation, mediation, arbitration, and adjudication.
13. c. Discuss the advantages and limitations of each dispute resolution method and provide examples of their application in real-world scenarios.
14. Explain collective bargaining and its importance in labor-management relations.
15. b. Discuss the necessity and significance of collective bargaining in addressing employee concerns and maintaining industrial peace. c. Describe the collective bargaining process, including preparation, negotiation, and agreement implementation.
16. d. Analyze the limitations and challenges associated with collective bargaining, such as power imbalances and conflicting interests.
17. Describe the structure and leadership of trade unions and their role in representing workers' interests.
18. b. Discuss the emergence, functions, and problems faced by trade unions in the context of Industrial Relations.
19. c. Evaluate the relevance and evolution of the trade union movement in India, considering historical and contemporary perspectives.
20. d. Analyze the contemporary role of trade unions in service sector organizations and their impact on labor-management relations.



# Yogoda Satsanga Mahavidyalaya

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21. Explain the concepts of empowerment and worker participation in the context of Industrial Relations.
22. b. Discuss the importance of empowering employees and promoting worker participation in decision-making processes.
23. c. Evaluate the future directions of Industrial Relations, with a focus on the implications of contractual labor and emerging trends in employment relations.