

2026

Commerce (Core)

Paper Code : MG-CE-6314

Paper Name : Industrial Relations & Labour Laws

Time : 3 hours

Full Marks : 70

*The figures in the margin indicate full marks for the questions*

1. Answer the following as directed : 1×10=10

a) Which of the following dispute settlers cannot make a binding decision?

- i) Arbitrator
- ii) Adjudicator
- iii) Industrial Tribunal Member
- iv) Conciliator

(Choose the correct option)

b) Industrial relations are not dependent on human resource policies. (Write True or False)

c) A lockout without proper notice is legal. (Write True or False)

d) "Trade Unions are temporary combinations". (Write True or False)

e) Workers participation in management improves :

- i) Conflict
- ii) Productivity
- iii) Strikes
- iv) Lockouts

(Choose the correct option)

f) Write one approaches of Industrial Relations.

g) What is primary objective of the payment of wages act 1936 ?

h) Can an employer pay wages in kind under the wages act ?

*Contd..*

- i) Give the definition of 'child' under factories act 1948.
- j) What is the meaning of adjudication in Industrial Relations?

2. Answer the following questions : 2×5=10

- a) State two objectives of Industrial relations.
- b) What is Conciliation ?
- c) Write two measures of welfare of workers under Factories Act 1948.
- d) Differentiate any two between layoff and retrenchment.
- e) Why do employees join trade unions ?

3. Answer the following questions (*any four*): 5×4=20

- a) Write short note on Historical background of Factories Act 1948.
- b) Explain the importance of Industrial relations.
- c) Explain worker's participation in management and its reform.
- d) Discuss the various impacts and causes of strikes.
- e) Explain two objectives of Trade union.
- f) What is the meaning of payment of wages Act 1936 and write two scope of the act.

4. Answer the following questions (*any three*): 10×3=30

- a) Explain the various approaches to industrial relations. 10
- b) What are Various Provisions of Safety of workers under the factories act 1948 ? Explain. 10
- c) Discuss the meaning and essentials of Industrial Disputes. 2+8=10

- d) Who is labour welfare officer ? Discuss the importance of workers education. 2+8=10

e) Write definition of trade union and explain the registration process of Trade Union. 2+8=10

f) Explain the responsibilities of payment of wages Act 1936.

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