**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (AUTUMN),2024**

**DIPHRD/DHR 104: INDUSTRIAL RELATIONS**

***Total Marks: 70 marks*** ***Time: 3 hours***

*The figures in the right-hand margin indicate marks for the individual question.*

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**1.Fill in the blanks 10×1=10**

a) Industrial Dispute Act formed in the year \_\_\_\_\_\_\_.

b) In Germany there are\_\_\_\_\_\_\_\_ umbrella organizations for the employers.

c) The process of collective bargaining can be divided into the following stages. They are pre-negotiation, \_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_ and implementation.

d) The functions of joint management council can be categorized as \_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_.

e) The employer of every industrial unit employing \_\_\_\_\_ or more workmen are required to constitute a Shop Council for each department or shop.

f) The statutory daily working time excluding breaks is \_\_\_\_\_\_ hours in Germany.

**2. Write short answers**: **6×5=30**

1. Briefly discuss any two approaches to IR.
2. Give four objectives of trade union.
3. What are the forms of Strike?
4. Give two decisions not to join a Union.
5. Write four ways to improve industrial relations.
6. Briefly mention at least two government intervention in the labour market.

**3. Write descriptive answers**. **3X10=30**

a) Explain the characteristics of Indian Labour.

OR

b) Discuss the functions of trade union.

4. Describe the Workers participation movement during the emergency period of 1975.

5.Elaborate the organisation structure of ILO.

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