**TU/CDOE**

**TEZPUR UNIVERSITY**

**SEMESTER END EXAMINATION (SPRING) 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 –

a) ILO means \_\_\_\_\_\_\_. **1**

b) There are \_\_\_\_\_\_\_\_central confederations of trade union present in Germany. **1**

c) ACAS stands for Advisory \_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_ Services. **2**

d) The Plant Level Council deal with the issues related to \_\_\_\_\_\_\_ areas, economic and \_\_\_\_\_\_\_ areas, \_\_\_\_\_\_\_\_ matters, welfare matters, etc. **3**

e) A Unit Council was to be set up in each unit of the organization or service employing \_\_\_\_ or more persons. **1**

f) Any two different types of negotiations are \_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_. **2**

2. Write short answers: **6×5=30**

1. What do you mean by conciliation and arbitration?
2. What are the different levels of collective bargaining?
3. What are the principles of IR practices in the state of Great Britain.
4. Write five functions of ILO.
5. Write two decisions to join a Union.
6. Name some laws related to social security.

3. a) Discuss the economic and organisational causes of dispute. **10**

OR

b) Briefly discuss the industrial relation policy and the Five-Year plan in the post-Independence period.

4. Discuss the objectives and importance of IR.  **10**

5. Describe the Workers participation scheme during the period 1977. **10**

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