

[This question paper contains 2 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 3451

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Unique Paper Code : 6133380018

Name of the Paper : Industrial Relations

Name of the Course : **B.A. (VS) Modern Office
Management**

Semester : VI (NEP)

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll No. on the top immediately on receipt of this question paper.
2. Attempt any **five** questions. Each question carries equal marks.

1. Explain the concept of workers' participation in management. What are the different levels and modes of participation used in Indian?
2. What are the key features of the Industrial Relations Code, 2020? Explain its provisions related to layoffs, retrenchment, and closure of establishments.

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3. Many believe that the new Industrial Relations Code gives more power to employers than to workers. Do you agree or disagree? Give reasons with suitable examples.
4. What is the role of organizations in ensuring social security for employees? Explain how compliance with the Code on Social Security, 2020 benefits both employers and workers.
5. Describe the main provisions related to working hours, leaves, and holidays under the Occupational Safety, Health and Working Conditions Code, 2020. How do these rules protect employees?
6. What is third party audit and certification? Explain the special powers of Inspector-cum- Facilitator in respect of factory, mines, building or any other construction work.
7. Explain the concept of equal remuneration under the Code on Wages, 2019. How does the law help reduce wage discrimination in the workplace?
8. What is the role of minimum wages in promoting social justice? Discuss how the Code Wages ensures fair and timely wages for all types of workers.