

## QUESTION 2015

### GROUP - A

(Multiple Choice Type Questions)

1. Answer any ten questions:

i) The industrial standing order Act was passed on

a) 1986

b) 1965

✓ c) 1946

d) 1947

ii) Grievances are handled by

a) IR manager

✓ b) HR manager

c) PR manager

d) Union leader



4. Explain the types of misconduct based on the severity of the consequences.  
See Topic: **NEGATIVE DISCIPLINE, Long Answer Type Question No. 1.**

5. Describe the provisions regarding 'Payment of Subsistence Allowance' under section 10-A of the Industrial Employment (Standing Orders) Act, 1946.  
See Topic: **LAWS ON DISCIPLINE, Short Answer Type Question No. 4.**

6. Write a short note on the Hot Stove Rule.  
See Topic: **DISCIPLINE, Long Answer Type Question No. 2(i).**

#### **Group – C**

#### **(Long Answer Type Questions)**

7. What is charge sheet? What are its essential features? Frame a charge sheet to Mr. Rajesh, an employee of the production Dept. of XYZ Co, who was found drunk during duty hours in the office on 15<sup>th</sup> March, 2015.  
See Topic: **NEGATIVE DISCIPLINE, Long Answer Type Question No. 9.**

8. a) What is a punishment?  
b) What are the different types of punishment?  
c) Discuss the limitations of using it as a strategy for dealing with the problem of indiscipline.  
See Topic: **NEGATIVE DISCIPLINE, Long Answer Type Question No. 10.**

9. a) What are the objectives of Industrial Employment (Standing Order) Act?  
b) Mention various acts and omissions to be treated as misconduct under the said Act. What are the procedures for taking disciplinary action for misconduct under the Act?  
a) See Topic: **LAWS ON DISCIPLINE, Long Answer Type Question No. 4.**  
b) See Topic: **NEGATIVE DISCIPLINE, Long Answer Type Question No. 2.**

10. What is Discipline? What are the features of Discipline? Enumerate the objectives of Discipline. Explain the different ways to bring discipline and change in human behavior.  
See Topic: **DISCIPLINE, Long Answer Type Question No. 1.**

11. Write short notes on any three of the following:

- a) Principles of Natural Justice ✓
  - b) Suspension ✓
  - c) Domestic Enquiry ✓
  - d) Standing Order Act ✓
  - e) Qualities of Enquiry officer ✓
- a) See Topic: **LAWS ON DISCIPLINE, Short Answer Type Question No. 1.**  
b) See Topic: **NEGATIVE DISCIPLINE, Short Answer Type Question No. 2.**  
c) See Topic: **NEGATIVE DISCIPLINE, Short Answer Type Question No. 1.**  
d) See Topic: **LAWS ON DISCIPLINE, Long Answer Type Question No. 7(c).**  
e) See Topic: **NEGATIVE DISCIPLINE, Long Answer Type Question No. 12(c).**