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

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Linkstein	THE PARTY OF A STATE		is called
iii) In the court case re	lated to misconduct, the	officer on behalf or organization	is called
/-> annuin officer		b) presenting officer	
a) advocate		d) charge sheeted employee	
	Service of the second	following a major is a serie of the	are the mark
iv) Discipline management is a part of		<u> </u>	4) CB
a) HR	b) PR		d) GR
	gr = 1/9/ 50 n	, was easier about.	
v) Charge sheet means	t profit literal	V: 1/12 12 15 15 15 15 16 16 16 16 16 16 16 16 16 16 16 16 16	Marine Sala
 a) sheet consists with charges 		b) sheet consists with misconducts	
c) sheet consists w	vith cases	✓d) sheet consists with	disciplinary action
vi) From the following w	hich is a principle of nat	ural justice	tripe it for appra
a) do misconduct		 b) disobey supervisor 	A
c) confess the misc	conduct ** ** ***	✓d) none of these	A Tolong Street
Conference - 1957 wer	garding the code of cond	luct which were discussed in the	e 15 th Indian Labo
a) 14 th February, 1957		b) 12 th January, 1957	1577
c) 1 st January, 1958	3 -t	b) 12 th January, 1957 ✓d) 1 st June, 1958	N The
viii) Model Standing order classify workers in		category	
	TOTAL TOTAL	-C1 /	a\
and reported in the Market	그렇는 그 이 이 가는 그를 가는 것이 되었다. 그 그 없어요?	THE PERSON NAMED IN COLUMN	
	THE STATE OF THE S	oregors not stove Theaty	
a) immediacy	b) impartiality	✓ c) redundancy	d) none of these
k) 'Pink Slips' are known	ne managan		
a) oral	warnings	then the substitution of the same of	m y try 1
	b) written	c) both	d) none of these
(i) The first step in a disc	piniary procedure is		salasynid nu
 a) issuing show cau 	se notice	Vh) call the and	
c) hold an enquiry	9108 NO	✓b) call the employee ford) punishment	an explanation

Group - B (Short Answer Type Questions)

2. Mr. Vijay is caught for smoking in the premises. He claims he cannot resist the urge since he is a chain smoker. He was warned twice before, but his repeated act of indiscipline can encourage other also to do it -What disciplinary procedure do you suggest for him? See Topic: NEGATIVE DISCIPLINE, Short Answer Type Question No. 6.

3. Discuss the functions of counseling. See Topic: POSITIVE DISCIPLINE, Short Answer Type Question No. 1, 4. Explain the types of misconduct based on the serverity 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 15th 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).