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Master of Labour Laws and Labour Welfare (Part I)

EXAMINATION, 2017

LAW RELATING TO LABOUR MANAGEMENT RELATIONS-I

Paper I

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks i.e. 20 each.

1. Explain the term 'Industrial Dispute' under the Industrial Dispute Act 1947. Can an individual dispute be industrial dispute ?
2. Write essay on 'Closure of work by employer' under the Industrial Dispute Act 1947.
3. Examine the provisions relating to 'Notice of Change' under the Bombay Industrial Relations Act, 1946.
4. Explain the machinery and procedure for investigation and settlement of industrial dispute under the Bombay Industrial Relations Act, 1946.

P.T.O.

5. Explain different approaches to 'Industrial Relations' and illegal changing scenario of industrial unrest.
6. Explain the procedure relating to 'Duration and Modification of Standing Orders' and power of certifying officers under the Industrial Employment (Standing Orders) Act, 1946 ?
7. Explain the provisions relating to 'Grievance Handling Counselling' and 'Code of discipline in industry'.
8. Write notes on any *two* of the following :
 - (a) Domestic enquiry
 - (b) New economic policy and industrial relations.
 - (c) Enforceability of award under the Industrial Dispute Act, 1947.

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Master of Labour Laws and Labour Welfare (Part I)

EXAMINATION, 2017

LAW RELATING TO LABOUR MANAGEMENT RELATIONS-II

Paper II

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. What are the 'problems' faced by the Trade Unions in India.
2. Discuss the need of "Collective bargaining". What are efforts required for the successful and effective collective bargaining ?
3. State the reasons for creation of funds under the Trade Union Act, 1926. State how these funds are utilised.
4. Discuss the provisions regarding cancellation of registration of unions in detail.
5. Discuss the provisions relating to registration of Trade Unions under the Bombay Industrial Relations Act, 1946.

P.T.O.

6. Explain the procedure laid down under the Bombay Industrial Relations Act, 1946 for settlement of standing orders.
7. Critically examine the obligations and rights of recognised unions under M.R.T.U and P.U.L.P Act, 1971.
8. Enumerate the various unfair labour practices on the part of 'Employers' and 'Trade Unions' under M.R.T.U. and P.U.L.P. Act, 1971.

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Master of Labour Laws and Labour Welfare (Part I)

EXAMINATION, 2017

Paper III

PRINCIPLES OF WAGE FIXATION, LAW OF
WAGES AND SOCIAL SECURITY LEGISLATION

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. Examine the provisions relating to 'Claims' under the Minimum Wages Act, 1948.
2. 'Accident arising out of and in the course of an employment'—examine the phrase with reference to Employee's Compensation Act, 1923.
3. Explain the following :
 - (a) Application and non-application of the Payment of Bonus Act, 1965.
 - (b) Set on and set off of Allocable Surplus.
4. State the provisions of the Maternity Benefits Act, 1961, in respect of 'Right to payment of maternity benefit and forfeiture of maternity benefits'.

P.T.O.

5. “The Employees State Insurance Act is a legislation which aims at bringing about social and economic justice to the poor labour class of the land”—In the light of above statement, explain the various benefits available to an insured person under the Employees State Insurance Act, 1948.
6. Describe the applicability and non-applicability of the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952 to establishments. Under what circumstances can an employee withdraw his provident fund amount ?
7. Discuss the following with reference to Payment of Wages Act, 1936 :
 - (a) Deduction from wages, powers and jurisdiction of Authority and Claims.
 - (b) Responsibility for payment of wages.
8. Explain the following with reference to The Payment of Gratuity Act, 1972 (any *two*) :
 - (a) Continuous service,
 - (b) Compulsory insurance,
 - (c) Power to exempt.
9. Enumerate the salient features of the Equal Remuneration Act, 1976 and explain the duty of employer to pay equal remuneration to men and women workers for same work or work of similar nature under the Equal Remuneration Act, 1976.

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Master of Labour Laws and Labour Welfare (Part I)

EXAMINATION, 2017

Paper IV

RESEARCH METHODOLOGY AND CASE
STUDIES IN INDUSTRIAL RELATIONS

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Question No. 9 is compulsory. Out of the remaining attempt any *five* questions.

(ii) Question No. 9 carries 20 marks. Question Nos. 1 to 8 carries 16 marks each.

1. Write a note on analysis and processing of data.
2. Discuss various kinds of scale. Examine the problem of scaling.
3. Write a critical note on case study method.
4. What is meant by interview method ? Discuss various types of interviews.
5. Write notes on :
 - (a) Random sampling
 - (b) Quota sampling.

P.T.O.

6. Define hypothesis. Discuss the characteristics of hypothesis. What are forms and sources of hypothesis.

7. Define social research. Discuss the nature and importance of social research.

8. What do you mean by survey method ? Discuss various types of surveys.

9. Write short notes on the following :
 - (a) Scheme of a report
 - (b) Merits of experimental method.

Total No. of Questions—9]

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Master of Labour Laws and Labour Welfare (Second Semester)
EXAMINATION, 2017

Paper VI

(Law Relating To Labour Welfare)

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks *i.e.* 20 each.

1. Critically examine the duties and functions of Labour Welfare Officer in the organization.
2. Define the term 'factory' and discuss the provisions relating to 'Annual leave with wages' under the Factories Act, 1948.
3. What are the powers and functions of inspectors under the Mines Act, 1952 ?
4. Explain the following :
 - (a) Prospecting licences and mining lease under the Mines and Minerals (Regulation and Development) Act, 1957.
 - (b) Provisions relating to Health under the Plantations Labour Act, 1951.

P.T.O.

5. Examine the salient features of the dock workers (Safety, Health and Welfare) Act, 1986.
6. Define the term 'Dock Worker' and discuss the provisions relating to scheme for ensuring regular employment of workers under the Dock Workers (Regulation of Employment) Act, 1948.
7. Define the term 'shop' and discuss the provisions relating to 'Registration of Establishments' under the Maharashtra Shops and Establishment Act, 1948.
8. Define the term 'Employee' and explain the provisions relating to constitution Labour Welfare Board under the Maharashtra Labour Welfare Fund Act, 1953.
9. Write notes on the following :
 - (a) Licensing of contractors under the Contract Labour (Regulation and Abolition) Act, 1970.
 - (b) Fixation or revision of rates of wages under the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

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Master of Labour Laws and Labour Welfare (Sem. II)

EXAMINATION, 2017

Paper VI

**202 : PERSONNEL MANAGEMENT AND CASE STUDIES IN
PERSONNEL MANAGEMENT**

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks *i.e.* 20 each.

1. Explain the factors responsible for growth of human relations and what are the objectives of human relations.
2. Explain the 'changing scope of Personnel Administration' and 'Emerging role of personnel Management' and the 'Role of Personnel Managers of Tomorrow' ?
3. Explain different theories of wages and principles of wage and salary administration ?
4. Explain difference between training and development. Examine how the executive development programmes have been able to mould young executive to effectively handle the challenges of competition in industry ?

P.T.O.

5. Examine the personnel management practices followed in the 'Chemical and Pharmaceutical' industry ?
6. Explain the concept of organisational structure and scope of line and staff organisation ?
7. Explain different 'Job Evaluation Techniques' in personnel management.
8. Write short notes on any *two* of the following :
 - (a) Causes of Grievances and a Model Grievance procedure.
 - (b) Functions of Labour Welfare Board.
 - (c) Performance appraisals
 - (d) In a company employing 300 employees there is recession on account of competition in the market. The company wants to reduce 50 employees so that it can bounce back in the emerging markets. You are employed as a personnel manager of this company. The managing director of this company wants you to find out ways and means to remove these 50 excess employees.

Question :

Suggest the various steps that you will take to reduce the excess manpower.

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Master of Labour Laws and Labour Welfare (Sem. II)

EXAMINATION, 2017

Paper VII

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks *i.e.* **20** marks each.

1. Define 'Industrial Sociology' and examine the nature, scope and application in industry. [20]
2. Explain the impact of industrialization on the caste system, the joint family system and the growth of slums and urbanization. [20]
3. Explain the concept of 'Industrial bureaucracy' and discuss the characteristics of industrial bureaucracy. [20]
4. Define 'Communication' and discuss the various formal and informal methods of communication. What are the barriers to communication? [20]

P.T.O.

5. Define 'Industry Psychology' and explain the nature, scope and importance of industrial psychology. [20]

6. Explain the various psychological tests used in industries to select employees with modern outlook and who would contribute to bring about innovation and dynamism in industry. [20]

7. What is meant by performance appraisal ? Examine the various traditional and modern methods of performance appraisal. [20]

8. Write notes on (any *two*) of the following : [20]
 - (a) Causes of conflict in industry
 - (b) Attitude and job satisfaction
 - (c) Types of incentive.

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Master of Labour Laws and Labour Welfare (Sem. II)

EXAMINATION, 2017

LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS

Time : Three Hours

Maximum Marks : 100

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks *i.e.* 20 each.

1. Critically examine the nature and scope of labour economics.
2. Discuss the role of incentive schemes beneficial to employers and workers.
3. Elaborate the problems of child and women labour in India.
4. Evaluate the characteristics of labour market in India.
5. Examine the following :
 - (a) Theories of unemployment
 - (b) Various types of allowance.
6. State and explain the various causes of absenteeism labour turn over in Indian industries.

P.T.O.

7. Critically evaluate the “Marginal productivity theory” of wage determination.
8. Write short notes on :
- (a) Role and functions of employment exchange in India.
 - (b) Labourers role in economic development.