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MASTER OF LABOUR LAWS AND LABOUR WELFARE

(I Sem.) EXAMINATION, 2018

LAWS 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.

1. Define 'Industry' and 'Industrial Dispute' under the Industrial Dispute Act 1947.
2. Explain the concept of 'Lay-off' and 'Retrenchment' under the Industrial Dispute Act 1947.
3. Explain the difference between Bombay Industrial Relations Act 1946 and Industrial Dispute Act, 1947.
4. State and explain various Courts and Tribunals for settlement of disputes under the Bombay Industrial Relations Act 1946.
5. State and explain the concept of 'Strike and Lock out under the the Industrial Dispute Act 1947.

P.T.O.

6. “Certified Standing Orders constitute statutory conditions of employment.” Comment.
7. Write a note on ‘Disciplinary Action under the Industrial Organisation.
8. Write short notes on any *two* :
 - (a) Notice of change under the Industrial Dispute Act, 1947.
 - (b) Continuous Service under the Industrial Dispute Act, 1947.
 - (c) Arbitration under the Industrial Dispute Act, 1947.
 - (d) Conciliation proceeding under the Industrial Dispute Act, 1947.

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Master of Labour Laws and Labour Welfare

(I Sem.) EXAMINATION, 2018

LAW RELATING TO LABOUR MANAGEMENT RELATIONS-II

Paper II

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Trace the history and development of Trade Union Movement in India.
2. Discuss the following :
 - (a) Role and functions of Trade Union.
 - (b) Trade Unions and Public Relations.
3. Discuss in detail the problems and perspectives of Trade Unions.
4. Define Collective Bargaining. Examine its characteristics and the essential conditions for successful collective bargaining.
5. Explain the object of Maharashtra (Bombay) Industrial Relations Act, 1946 and state the importance of Approved Union under the Act and responsibilities of such Union.

P.T.O.

6. Explain the privileges of registered trade union under the Trade Unions Act, 1926.
7. Define 'Unfair Labour Practices' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. Write notes on the following :
 - (a) Illegal strikes and lock-outs under Maharashtra (Bombay) Industrial Relations Act, 1946.
 - (b) Powers of Industrial Court under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

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**M.L.L. & L.W. (PART I) (First Sem.) EXAMINATION, 2018
PRINCIPLES OF WAGE FIXATION, LAW OF WAGES AND
SOCIAL SECURITY LEGISLATION**

Paper III

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Explain the concept of 'Fair Wage'. Distinguish between minimum wage, fair wage and living wage.
2. Examine the powers and duties of 'Commissioner' under the Workmen's Compensation Act, 1923.
3. Discuss the following with reference to the Payment of Bonus Act, 1965 :
 - (a) Payment of Bonus linked with Production or Productivity.
 - (b) Application and non-application of the Payment of Bonus Act, 1965.
4. Critically examine the Employees Provident Fund Schemes under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.

P.T.O.

5. Define the term 'Employee' and explain the provisions relating to 'Payment of Gratuity' under the Payment of Gratuity Act, 1972.
6. Define the term 'Employee' and state the various benefits available to an insured person under the Employees State Insurance Act, 1948.
7. Explain the provisions relating to Right to Payment of Maternity Benefit under the Maternity Benefit Act, 1961.
8. Discuss the main provisions of the Equal Remuneration Act, 1976.
9. "The passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment.

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**MASTER OF LABOUR LAWS AND LABOUR WELFARE
(I SEM.) (PART I) EXAMINATION, 2018
RESEARCH METHODOLOGY AND CASE STUDIES IN
INDUSTRIAL RELATIONS**

Paper IV

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry **20** marks each.

1. Define 'Scientific Method' and explain the characteristics of the scientific method.
2. Define hypothesis and discuss the main characteristics of hypothesis.
3. Discuss the advantages and disadvantages of the following types of sampling :
 - (a) Random sampling
 - (b) Stratified sampling.
4. Discuss concept of a research design ? Enumerate and explain the major steps in the preparation of a research design.
5. What do you mean by social survey ? Examine various types of social surveys.

P.T.O.

6. Discuss observation as a tool of data collection along with its types, advantages and disadvantages.
7. Explain the significance of a research report and narrate the various steps involved in writing such a report.
8. Examine the utility and limitation of a case study method in Labour Research.
9. Write short notes on any *two* of the following :
 - (a) Analysis and processing of data
 - (b) Use of graphs in labour research
 - (c) Measurement and scaling
 - (d) Mean, median and mode.

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MASTER OF LABOUR LAWS AND LABOUR WELFARE

(II Sem.) EXAMINATION, 2018

LAW RELATING TO LABOUR WELFARE

Paper VI

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 Establishments 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

(II Sem.) EXAMINATION, 2018

PERSONNEL MANAGEMENT AND CASE STUDIES IN

PERSONNEL MANAGEMENT

Paper II

Time : Three Hours

Maximum Marks : 100

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

(ii) Figures to the right indicate full marks.

1. Define Human Resource Management and discuss the nature, scope and objective of Human Resource Management. [20]
2. Examine the various welfare activities that are provided in organisations and evaluate their effect on the morale and productivity of the workers. [20]
3. Critically examine the causes of indiscipline in industry. Suggest measures to check and curb indiscipline activities in industry. [20]

P.T.O.

4. Explain the difference between salary and wages. Examine the objectives of Salary and Wage Administration. What are the guidelines that should be followed while fixing wages or salaries of employees ? [20]
5. “A performance appraisal is a process of evaluating an employee’s performance of a job in terms of its requirement.” Explain in the light of the above statement and discuss the modern methods of performance appraisal. [20]
6. Define ‘Grievance’ and examine the need of grievance procedure. What are the causes of grievances ? Suggest a Model Grievance procedure for a company employing 500 employees. [20]
7. Examine the various personnel management practices followed in Engineering industries. [20]
8. Discuss any *two* of the following : [20]
- (a) Function of Labour Welfare Boards
 - (b) Objectives of training and development programmes
 - (c) Payment by results
 - (d) Mr. Vijay joined the S.C. Railway five years back when he was 21 years of age. He proved himself as a efficient steam engine drive. He bagged the Railway Minister’s Best Driver’s

Award this year. He was asked to undergo training in diesel engine driving due to massive dieselization in South Central Railway. But he was reluctant to take up training. The head of the loco staff was quite surprised to know the reluctance of Mr. Vijay Kant when a number of drivers of steamengine have volunteered themselves to undergo training in diesel driving.

Question :

As a Personnel Manager how would you convince Mr. Vijay Kant to undergo the training.

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MASTER OF LABOUR LAWS AND LABOUR WELFARE

(II SEM.) EXAMINATION, 2018

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. What is job satisfaction ? Describe the various factors involved in job satisfaction.
2. Define Industrial Psychology and explain the nature and scope of Industrial Psychology.
3. Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of Industrial Bureaucracy.
4. Critically examine the impact of technological changes on the Industrial Society.
5. Examine the latest psychological test used in industry for selecting the right man for the right job.

P.T.O.

6. Explain the impact of industrializations on the family and caste system in India.
7. What are the causes of industrial conflicts and remedies to prevent it ?
8. Write notes on any *two* :
 - (a) Types of incentives
 - (b) Define Industrial Sociology
 - (c) Scope and significance of Sociology in modern industrial set up
 - (d) Psychological requirements for high morale

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MASTER OF LABOUR LAWS AND LABOUR WELFARE
(II SEM.) EXAMINATION, 2018
LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS
Paper VIII

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Discuss fully the nature and scope of Labour Economics.
2. Define wage. Elaborate and distinguish Minimum wage Fair wage and Living Wage.
3. Discuss absenteeism as chronic disease.
4. Discuss the problems of child and women workers in India. Suggest measures to control these problems.
5. Discuss various theories of unemployment and measures to reduce the problem of unemployment.
6. Elaborate Labour Policy of the Government of India.

P.T.O.

7. Examine the problems of Agricultural Labour in India.
8. Evaluate the role and functions of Employment Exchange in India.
9. Write short notes on the following :
 - (a) The concept of payment of Bonus
 - (b) Incentive schemes.