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SEAT No. :

P1227

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[4747] - 101

M.LL. & L.W. (Part - I)

**LAW RELATING TO LABOUR MANAGEMENT RELATIONS - I
(Paper - I) (New)**

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks i.e. 20 each.*

Q1) Industrial relations are defined as “Relationship between employers and employees in industry”. Discuss in detail.

Q2) Discuss the following:

- a) Functions of Joint Management Council.
- b) Workers participation in the Management in India.

Q3) Distinguish between lay-off and lock-out. Also state the condition precedent relating lay-off under the Industrial Disputes Act, 1947.

Q4) Explain the provisions relating to change of conditions of service of workmen under the Industrial Dispute Act, 1947.

Q5) State and explain various authorities established for settlement of disputes under the Bombay Industrial Relations Act, 1946.

P.T.O.

Q6) Examine the provisions relating to registration of unions under Bombay Industrial Relations Act, 1946.

Q7) “Certified standing orders constitute statutory conditions of employment”. Discuss.

Q8) Write notes on following:

- a) “Individual Dispute” and “Industrial Dispute” under the Industrial Disputes Act, 1947.
- b) Penalties under the Bombay Industrial Relations Act, 1946.



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[4747] - 102

M.LL. & L.W. (Part - I)

Law Relating to Labour Management Relations - II

(Paper - II)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

Q1) Explain the privileges of a registered Trade Union under the Trade Union Act, 1926.

Q2) Trace the history and development of Trade Union Movement in India. Explain the application and Non-application of the Act.

Q3) Explain in details the role of Collective Bargaining for resolving Industrial Disputes.

Q4) Write note on the following:

- a) Procedure for dealing with complaints relating to Unfair Labour Practices.
- b) Conditions for Approved Union.

Q5) Explain the powers of Labour Court and Industrial Courts under M.R.T.U. & P.U.L.P. Act, 1971.

Q6) State and explain the types of unions under Bombay Industrial Relation Act, 1946.

P.T.O.

Q7) Examine the powers and functions of Registrar under the Bombay Industrial Relations Act, 1946.

Q8) Write Short Notes:

- a) Penalties under M.R.T.U. & P.U.L.P. Act, 1971.
- b) Victimization under Unfair Labour Practices.



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SEAT No. :

P1229

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[4747] - 103

M.LL. & L.W. (Part - I)

**Principles of Wages Fixation, Law of Wages and Social
Security Legislation
(Paper - III)**

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks.*

Q1) Define the term 'Scheduled employment' and examine the provisions relating to fixing and revising the minimum rates of wages in respect of any scheduled employment under the Minimum Wages Act, 1948.

Q2) Enumerate 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 a similar nature under the Equal Remuneration Act, 1976.

Q3) State the provisions of the Workmen's Compensation Act, 1923, relating to appointment, powers, duties and functions of the commissioner.

Q4) Explain the sums deductible from gross profits and payment of minimum and maximum bonus with reference to the Payment of Bonus Act, 1965.

Q5) Explain in details the provisions relating right to payment of maternity benefit under the Maternity Benefit Act, 1961.

P.T.O.

Q6) Examine the provisions relating to adjudication of disputes and claims under the Employee's State Insurance Act, 1948.

Q7) "The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a beneficial legislation enacted as a measure of social justice". Discuss.

Q8) Discuss in details the provisions relating to time and mode of payment of wages and the responsibility for the payment of wages with reference to the Payment of Wages Act, 1936.

Q9) Discuss the provisions relating to 'payment of gratuity' and determination of amount of gratuity' under the Payment of Gratuity Act, 1972.



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P1230

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[4747] - 104

M.LL. & L.W. (Part - I)

**Research Methodology and Case Studies in Industrial Relations
(Paper - IV)**

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Attempt any 5 questions.*
- 2) *All questions carry equal marks.*

Q1) What is a Hypothesis? State and explain forms and sources of Hypothesis.

Q2) What is a case study method? Examine its utility in labour research.

Q3) Discuss the advantages and disadvantages of the following types of sampling.

- a) Random sampling.
- b) Stratified sampling.

Q4) Examine 'Questionnaire' as a tool of data collection. Also discuss its merits and limitations.

Q5) Write a critical comment on analysis and processing of data.

Q6) Discuss the various steps in writing Research Report.

P.T.O.

Q7) Define Social Research. Discuss the nature and importance of Social research.

Q8) Discuss the need of scaling. Also explain kinds of Scale.

Q9) Write critical note on:

- a) Content Analysis.
- b) Procedure for forming a Schedule.



Total No. of Questions : 8]

SEAT No. :

P1231

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[4747] - 201

M.L.L. & L.W. (Part - II)
Law Relating to Labour Welfare
(Paper - V) (New) (Theory)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any five questions.*
- 2) *All questions carry equal marks i.e. 20 each.*

Q1) Discuss the nature, concept, scope and principles of labour welfare in India.

Q2) State and explain the provisions relating to “Safety of Workers” under the Factories Act, 1948.

Q3) Examine the provisions regarding “Hours and Limitation of Employment” and “Leave with Wages” under the Mines Act, 1952.

Q4) Explain the provisions regarding “Residential Hotels, Restaurants and Eating Houses” under the Bombay Shops & Establishment Act, 1948. Also state the penalties provided by this Act.

Q5) Discuss the scheme for ensuring regular employment of workers under the Dock Workers (Regulation of Employment) Act, 1948.

Q6) Explain the provisions relating to “Payment of gratuity” and “Non - journalist Newspaper Employees” under the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.

P.T.O.

Q7) Discuss the provisions regarding the “Advisory Boards” and “Welfare and Health of Contract Labour” under the Contract Labour (Regulation and Abolition) Act 1971.

Q8) Write notes on:

- a) Inspecting Staff under the Plantations Labour Act 1951.
- b) Maharashtra Labour Welfare Board under the Bombay Labour Welfare Fund Act 1953.



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SEAT No. :

P1232

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[4747] - 202

M.LL. & L.W.

**Personnel Management and Case Studies in Personnel Management
(New) (Paper - VI)**

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any FIVE questions.*
- 2) *All questions carry equal marks.*

Q1) “The role of the Personnel Manager is to provide and maintain a contented and satisfied work force”. Examine this statement and explain the Managerial and Operative functions of the Personnel Manager.

Q2) “Performance Appraisal helps to identify the strengths and weakness in employees”. Examine this statement and explain how the modern methods of performance appraisals have helped industries to build and develop an efficient and effective workforce.

Q3) Explain the difference between Training and Development. Examine how the Executive Development Programmes have been able to mould young executives to effectively handle the challenges of competition in Industry.

Q4) Define ‘Communication’ and examine its characteristics. Explain the various channels of communication. What are the barriers to effective communication? How can these barriers be removed to make communication effective in Industry?

Q5) Examine the causes and effect of indiscipline in Industry. What measures would you suggest to curb indiscipline in Industry especially in the manufacturing sector?

P.T.O.

Q6) Explain the following:

- a) Causes of grievances.
- b) Factors influencing salary and wage administration.

Q7) Examine the various welfare activities in organisations and evaluate their effect on worker's morale and productivity.

Q8) Discuss any two of the following:

- a) Ten Commandments of communication.
- b) Functions of Labour Welfare Boards.
- c) You have been appointed by a MNC Company to advise the company as a HR Consultant. The Managing Director of this Company wants you to devise an Appraisal Scheme based on Management by Objectives. Explain how you will devise the appraisal scheme incorporating all the factors involved in MBO.



Total No. of Questions : 8]

SEAT No. :

P1233

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[4747] - 203
II Year M.L.L. & L.W.
INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY
(Paper - VIII)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any FIVE questions.*
- 2) *All questions carry equal marks i.e. 20 marks each.*

- Q1)** What is meant by 'Industrialization' and 'Urbanization'? Critically examine the effects of Industrialization and Urbanization on Society.
- Q2)** Define 'Industrial Sociology'. Examine the nature, scope, growth, importance and development of Industrial Sociology.
- Q3)** "Communication plays a very vital role in developing good and harmonious Industrial relations in Industry". Explain how you can use communication as an effective instrument for developing excellent employer-employee relationship in industry.
- Q4)** Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of Industrial Bureaucracy.
- Q5)** Define 'Industrial Psychology' and explain the nature, scope, development, growth and importance of Industrial Psychology.
- Q6)** Discuss the following:
- a) Psychological requirement for high morale.
 - b) Psychological factors of Industrial Conflicts.

P.T.O.

Q7) What is job satisfaction? Describe the various factors involved in job satisfaction.

Q8) Write notes on the following:

- a) Fatigue and Boredom.
- b) Importance of leadership in Industry.
- c) Types of incentives.



Total No. of Questions : 8]

SEAT No. :

P1234

[Total No. of Pages : 2

[4747] - 204

M.LL. & L.W. (Part - II)

Labour Economics and Indian Labour Problems

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) Answer any five questions.*
- 2) All questions carry equal marks i.e. 20 each.*

Q1) Explain the concept of 'Fair Wage' and distinguish between Minimum Wage, Fair Wage and Living Wage.

Q2) Critically examine the nature and scope of Labour Economics.

Q3) Critically examine the impact of Rationalization and Automation on employment of labour in the context of Indian condition.

Q4) State and explain the various theories of Unemployment and suggest the measures to reduce the problem of unemployment.

Q5) Examine the nature of the Payment of Bonus and explain the justification, evolution and present position of payment of bonus to industrial workers in India.

Q6) Examine the role of monetary and non-monetary incentives in promoting labour efficiency.

P.T.O.

Q7) Discuss the following:

- a) Supply of labour and demand of labour.
- b) Problems of Women workers.

Q8) Write notes on:

- a) Labourer's role in economic development.
- b) Problems of child labour.

