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[4947]-101

Master of Labour Laws and Labour Welfare (First Semester)

EXAMINATION, 2016

LAW RELATING TO LABOUR MANAGEMENT RELATIONS

Paper I

Time : 3 Hours

Maximum Marks : 100

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

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

1. Industrial relations are defined as “Relationship between employers and employees in industry.” Discuss.
2. Explain in detail :
 - (a) Workers participation in the Management in India.
 - (b) Compulsory Arbitration and Adjudication.
3. Differentiate between ‘lay-off’ and ‘retrenchment’. Also state the conditions precedent relating to lay-off under the Industrial Disputes Act, 1947.
4. Define the term “Strike” and discuss the provisions relating to prohibition of Strike and Lock-out under the Industrial Disputes Act, 1947
5. Describe the “Conciliation proceedings” under the Bombay Industrial Relations Act, 1946.

P.T.O.

6. Examine the provisions relating to “Penalties” under the Bombay Industrial Relations Act, 1946.
7. Discuss the provisions relating to the “Standing Orders” under the Industrial Employment (Standing Orders) Act, 1946.
8. Write notes on :
 - (a) “Individual Dispute” and “Industrial Dispute” under the Industrial Disputes Act, 1947.
 - (b) Notice of change under the Bombay Industrial Relations Act, 1946.

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[4947]-102

Master of Labour Laws and Labour Welfare (First Semester)

EXAMINATION, 2016

LAW RELATING TO LABOUR MANAGEMENT RELATIONS

Paper II

Time : 3 Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Trace the history and development of trade union movement in India.
2. Discuss the role of “Collective Bargaining.”
3. Define “Trade union”. Discuss rights and liabilities of registered trade unions under the Trade Unions Act, 1926.
4. Discuss the provisions regarding registration and cancellation of registration of trade unions under the Trade Unions Act, 1926.
5. Explain the provisions laid down under the Bombay Industrial Relations Act, 1946 for entering and removing a trade union from the approved list.

P.T.O.

- 6.** With reference to the Bombay Industrial Relations Act, 1946, explain the following :
- (a) Legal aid to approved unions
 - (b) Powers and duties of labour officers.
- 7.** Explain the procedure relating to filing of complaints of unfair labour practices under the M.R.T.U. and P.U.L.P., Act, 1971.
- 8.** Write notes on the following under the M.R.T.U. and P.U.L.P. Act, 1971 :
- (a) Powers of Industrial and labour court
 - (b) Penalties under M.R.T.U. and P.U.L.P. Act, 1971.

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[4947]-103

M.L.L. & L.W. (First Sem.) EXAMINATION, 2016
PRINCIPLES OF WAGE FIXATION, LAW OF WAGES AND
SOCIAL SECURITY LEGISLATION

Paper III

Time : 3 Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Examine the salient features of the Minimum Wages Act, 1948.
2. What are the circumstances in which an employer is and is not liable to pay compensation under the Employees' Compensation Act, 1923 ?
3. Discuss the following with reference to the Payment of Bonus Act, 1965 :
 - (a) Time limit for the payment of Bonus and Minimum and Maximum payment of bonus.
 - (b) Eligibility and disqualification for Bonus.
4. State the important provisions relating to Maternity Bonus, medical leave and other maternity benefits under the Maternity Benefit Act, 1961.

P.T.O.

5. Explain the various benefits and the conditions under which these benefits are available to the employees under The Employees State Insurance Act, 1948.
6. What are *three* important schemes under Employees' Provident Funds and Miscellaneous Provisions Act, 1952 ?
7. Explain the claims arising out of deduction from wages or delay in payment of wages and provision of appeal under the Payment of Wages Act, 1936.
8. Define 'Continuous Service'. Discuss the provisions relating to the payment of gratuity and determination of the amount of gratuity under The Payment of Gratuity Act, 1972.
9. Mention the authorities under the Equal Remuneration Act, 1976 and state the procedure for deciding the claims under the Act.

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[4947]-104

Masters of Labour Laws and Labour Welfare

(First Semester) EXAMINATION, 2016

**RESEARCH METHODOLOGY AND CASE STUDIES IN
INDUSTRIAL RELATIONS**

Paper IV

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 No. 1 to 8 carries 16 marks each.

1. What is meant by 'Scientific Method' ? Discuss critically the characteristics of the Scientific method.
2. Define Hypothesis. What are the characteristics of workable Hypothesis ?
3. What do you mean by Survey Method ? Examine types of surveys. Also mention limitations of survey method.
4. Write a critical note on types of Sampling.

P.T.O.

5. Compare Questionnaire and Interview as tool of data collection, also mention its merits and demerits.
6. What do you mean by Research Design ? Examine the role of Research Design in social research.
7. Write a detail note on case study method.
8. Write a note on Drafting of Report.
9. Write short notes on the following :
 - (a) Types of observation
 - (b) Essential qualities of a good table.

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Master of Labour Laws and Labour Welfare (Second Semester)

EXAMINATION, 2016

LAW RELATING TO LABOUR WELFARE

Paper V

Time : 3 Hours

Maximum Marks : 100

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

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

1. “Investment on welfare is a wise investment.” Explain in the light of various amenities provided by organisations to its employees.
2. State and explain the provisions relating to “Safety of Workers” under the Factories Act, 1948.
3. Describe the provisions relating to ‘Hours and Limitation of Employment’ under the Mines Act, 1952.
4. Define “Shop” and “Commercial Establishment”. Discuss the provisions regarding “Registration of Establishment” and “opening and closing hours of Shops and Establishments” under Bombay Shops & Establishment Act, 1948.

P.T.O.

5. Critically examine 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.
6. Discuss the “Procedure for Registration of Plantations” and “Penalties” provided under the Plantations Labour Act, 1951.
7. Explain the following terms with respect to Bombay Labour Welfare Fund Act, 1953 :
 - (a) Maharashtra Labour Welfare Board
 - (b) Unpaid Accumulations.
8. Write notes on :
 - (a) “Principal Employer” and “Prohibition of Contract Labour by Appropriate Government” under the Contract Labour (Regulation and Abolition) Act 1971.
 - (b) Composition and functions of Dock labour Board under Dock Workers (Regulation of Employment) Act 1948.

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Master of Labour Laws and Labour Welfare (Second Semester)

EXAMINATION, 2016

PERSONNEL MANAGEMENT AND CASE STUDIES IN

PERSONNEL MANAGEMENT

Paper II

Time : 3 Hours

Maximum Marks : 100

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

(ii) Figures to the right indicate full marks.

1. Define Human Resource Management. Explain the scope of human resource management and examine the role, duties and responsibilities of the Human Resource Manager. [20]
2. “Training is the corner stone of sound management as it makes employees more effective and productive”. Comment on the need for training and development of employees to keep pace with the constant changing needs of the industry. [20]
3. Examine the following managerial functions :
 - (a) Decision-making
 - (b) Organizing
 - (c) Co-ordinating and control. [20]

P.T.O.

4. “Performance Appraisal helps to identify the strengths and weaknesses in employees.” Examine this statement and explain how modern methods of performance appraisal have helped industries to build and develop an efficient and effective workforce. [20]
5. Define ‘communication’. Examine the importance of communication in industry and explain the various modes used in employee-employer communication in industry. [20]
6. Define ‘Grievance’. What are the causes of grievances ? Explain the effect of unresolved grievances on managers, production and employees. Suggest a Model Grievance Procedure for an organisation employing 1000 employees. [20]
7. Examine the Personnel Management practices that are followed in pharmaceutical industries. [20]
8. Write notes on any *two* of the following : [20]
 - (a) Importance of discipline
 - (b) Safety and health of workers
 - (c) Functions of Wage Boards
 - (d) In a company employing 500 employees there is recession on account of acute 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 by which these 50 employees can be reduced.

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

EXAMINATION, 2016

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Paper VII

Time : 3 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 concept of conflict and examine the socio-psychological causes of industrial conflicts in an industrial organisation. [20]
3. "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. [20]
4. Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of Industrial Bureaucracy. [20]
5. Define 'Industry Psychology' and explain the nature, scope and importance of Industrial Psychology. [20]

P.T.O.

6. “High level of Motivation” and “Morale” makes the employees self-conscious about their responsibilities and helps the organisation in achieving their targets resulting in prosperity of the organisation”
Elucidate. [20]
7. Explain what is meant by ‘Job satisfaction’. Examine the various theories of job satisfaction and explain the various factors on which job satisfaction depends. [20]
8. Write notes on any *two* of the following :
- (a) Line and Staff Functions
 - (b) Fatigue and boredom
 - (c) Human Relation in Industry. [20]

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[4947]-204

M.L.L. & L.W. (Second Semester) EXAMINATION, 2016

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** marks each.

1. State and explain the various theories of unemployment and suggest the measure to reduce the problems of unemployment.
2. Examine the nature of payment of bonus with reference to bonus linked with production and productivity.
3. Examine the problems of Agricultural labour in India.
4. Critically examine the problems of child and women labour in India and suggest measures to solve them.
5. Discuss the following :
 - (a) Role and function of employment exchange in India.
 - (b) Wage differentials.

P.T.O.

6. Examine the role of “Monetary and Non-monetary Incentives in promoting labour efficiency”.

7. Write short notes on the following :
 - (a) Theories of wages.
 - (b) Distinguish between minimum wages, fair wages and living wages.

8. Discuss the problem of absenteeism and turn over.