

Total No. of Questions : 8]

SEAT No. :

P1230

[4847] - 101

[Total No. of Pages : 2

MASTER OF LABOUR LAWS AND LABOUR WELFARE

Law Relating to Labour Management Relations - I

(Paper - I) (Part - I)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

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

Q1) Examine in your own language the nature and scope of the Industrial Relations in India with reference to this era of Privatisation, Liberalisation and Globalisation.

Q2) Discuss the role of workers in Participation with the management. Are there any merits and demerits of such participation elucidate in your own words.

Q3) Define strike and lockout. Discuss the general prohibition on strikes and lockouts and explain when they can be declared as illegal under the I.D. Act, 1947.

Q4) Define closure. What are the different conditions under the I.D. Act, 1947 where the Employer intends to close down the undertaking? Discuss.

Q5) Discuss the importance of conciliation with reference to conciliation proceedings under the B.I.R. Act, 1946.

Q6) Discuss the role of various Authorities under the Bombay Industrial Relations Act, 1946.

Q7) State the importance and procedure for certification of Standing Orders with reference to Industrial Employment (Standing Orders) Act, 1946.

P.T.O.

Q8) Write Notes on the following :

- a) Define and discuss “Retrenchment” under I.D.Act, 1947.
- b) Reference of Industrial Disputes by the Appropriate Government under Sec. 10 of the I.D.Act, 1947.



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SEAT No. :

P1231

[4847] - 102

[Total No. of Pages : 1

MASTER OF LABOUR LAWS AND LABOUR WELFARE (Part - I)
Law Relating to Labour Management Relations
(Paper - II)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

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

Q1) Define “Collective Bargaining”. Explain the characteristics of Collective Bargaining.

Q2) Trace the history and development of Trade Union Movement in India.

Q3) Comment on “The Trade Union Act, 1926 has opened the doors for outside leadership and encouraged multiplicity of trade unions”.

Q4) State the reasons for creation funds under the Trade Union Act, 1926. How this fund is utilized for the political and general purposes?

Q5) State the procedure for registration of another union in place of existing registered union under Bombay Industrial Relations Act, 1946.

Q6) State the powers of the Registrar, Additional Registrars and Assistant Registrars under the Bombay Industrial Relation Act, 1946.

Q7) Discuss the provisions relating to ‘Recognition of Unions’ under the M.R.T.U. & P.U.L.P Act, 1971.

Q8) Write note on the following :

- a) Unfair Labour Practices under M.R.T.U. & P.U.L.P. Act, 1971.
- b) Rights of Unrecognized Unions under M.R.T.U. & P.U.L.P. Act, 1971.



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SEAT No. :

P1232

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[Total No. of Pages : 2

MLL & LW (Semester - I)

**Principles of Wages Fixation Law of Wages & 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) Write a detailed Note on 'Powers of commissioner' under workmen's compensation Act, 1923.

Q2) Discuss The following with reference to payment of wages Act, 1936.

- a) Payment of wages & deduction from wages.
- b) Responsibility for payment of wages.

Q3) "The employees' State Insurance Act is a legislation which aims at bringing about social & 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 ESI Act, 1948.

Q4) Explain in detail the Scope & Object of the payment of Bonus Act, 1965 & also discuss the circumstances under which a person becomes disqualified for receiving bonus.

Q5) Explain the following with reference to payment of gratuity Act, 1972 (Any two)

- a) Continuous service
- b) Compulsory Insurance
- c) Power to exempt.

P.T.O.

- Q6)** What is meant by “Scheduled Employment” Explain the provisions relating to appointment of Advisory Board & Central Advisory Board as given under Minimum Wages Act, 1948.
- Q7)** What are the 3 important schemes under Employees’ Provident Funds & (Misc Provisions) Act, 1952.
- Q8)** Mention the ‘authorities’ under the Equal Remuneration Act, 1976 & state the procedure for deciding the claims under this Act.
- Q9)** State the important provisions relating to Maternity Bonus, medical leave & other Maternity Benefits provided under the Maternity Benefit Act, 1961.



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SEAT No. :

P1233

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[Total No. of Pages : 2

MASTERS OF LABOUR LAWS AND LABOUR WELFARE
Research Methodology and Case studies in Industrial Relations (Part - I)
(Paper - IV) (Semester - I)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) Question No. 9 is compulsory. Out of the remaining attempt any five questions.*
- 2) Question No. 9 carries 20 marks. Question No. 1 to 8 carries 16 marks each.*

Q1) What do you mean by 'Scientific Method'? Examine the characteristics of the Scientific Method.

Q2) Examine the role of hypothesis in research and explain the criteria of a workable hypothesis.

Q3) Define social survey. Discuss the types of social survey.

Q4) What do you mean by 'Random Sampling'? Discuss various methods of drawing a random sampling.

Q5) Compare observation, questionnaire and interview as tools of data collection.

Q6) Explain various steps in writing Research Report.

Q7) What is case study method? Discuss its utility in labour research.

Q8) What are the different types of scale? Discuss the need and problem of scaling.

P.T.O.

Q9) Write Short note on any two of the following.

- a) Role of Research Design in Social Research
- b) Experimental Method
- c) Quota Sampling
- d) Advantages and limitations of tabulations



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SEAT No. :

P1234

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MASTER OF LABOUR LAWS AND LABOUR WELFARE
Law Relating to Labour Welfare (Part - II)
(Paper - V) (Semester - II)

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) Critically examine the nature, concept, scope and principles of labour welfare in India.

Q2) State and explain the provisions regarding “Hours and Limitation of Employment” and “Leave with Wages” under the Mines Act, 1952.

Q3) Describe the provisions relating to “Employment of Young Persons” and “Working hours of Children” under the Factories Act, 1948.

Q4) Define the term Plantations. Explain the procedure for Registration of Plantations. Also discuss the penalties provided under the Plantations Labour Act 1951.

Q5) State the objectives of the Contract Labour (Regulation and Abolition) Act 1971. Explain the provisions relating to Licensing of contractors and Registration of Establishments under this Act.

Q6) Examine the salient features of the Dock Workers (Safety, Health and Welfare) Act, 1986.

Q7) Explain in detail the provisions relating to “Shops and Commercial Establishments” under the Bombay Shops & Establishment Act, 1948.

P.T.O.

Q8) Write notes on :

- a) Fixation or revision of rates of wages with respect to the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.
- b) Maharashtra Labour Welfare Board under the Bombay Labour Welfare Fund Act 1953.



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SEAT No. :

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MASTER OF LABOUR LAWS AND LABOUR WELFARE
Personnel Management and Case Studies in Personnel Management
(Part - II) (Paper - VII)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) Answer any five questions.*
- 2) Figures to the right indicate full marks.*

Q1) “The main function of the Personnel Manager is to provide and maintain a contented and satisfied workforce”. Examine this statement and explain the Managerial and Operative functions of the Personnel Manager. **[20]**

Q2) Examine the various statutory and non-statutory welfare amenities that are to be provided in organizations and evaluate their effect on the morale of the employees. **[20]**

Q3) Define ‘Grievance’ and examine the causes of grievances. Suggest a Model Grievance Procedure for a company employing 500 employees. **[20]**

Q4) Explain the difference between Salary and Wage. Examine the objectives of Salary and Wage Administration. What are the guidelines that should be followed while fixing wages or salaries of employees?. **[20]**

Q5) ‘A Performance Appraisal is a process of evaluating the employees’ performance on the job in terms of its requirement’. Examine this statement and discuss the various modern methods of performance appraisal. **[20]**

Q6) “Training plays an important role in increasing Performance, Productivity and Profitability of the Organisation”. Comment. **[20]**

P.T.O.

Q7) Discuss the importance of decision making in management and discuss the various administrative problems in decision making. **[20]**

Q8) Discuss any two of the following : **[20]**

- a) Importance of communication.
- b) Difference between promotion and transfer.
- c) Line and staff management.
- d) You are employed in a Multinational Company as a Personnel Manager. The Company wants to introduce the Management by Objectives process of Performance Appraisal. The Managing Director of the Company wants you to prepare a Management by objectives system of performance appraisal and discuss with him.

Prepare an appraisal system based on MBO for discussion with the M.D.



Total No. of Questions : 8]

SEAT No. :

P1236

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[Total No. of Pages : 2

MASTER OF LABOUR LAWS AND LABOUR WELFARE
Industrial Sociology and Psychology (Paper - VIII)
(Semester - II) (Part - II)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

- 1) *Answer any five questions.*
- 2) *Figures to the right indicate full marks.*

Q1) 'Industrial Sociology is concerned with industry as a social system which affects the structure, the functions and changes in the system'. Comment and discuss the importance and relevance of Industrial sociology in modern industrial system. **[20]**

Q2) Define 'Communication' and explain the importance of having communication with employees to manage the industry effectively and efficiently. **[20]**

Q3) 'Slum is the outcome of industrialization'. Examine this statement and comment on the growth of slums in urbanized areas. **[20]**

Q4) Critically examine the role of an 'Executive' in the modern industrial setup especially keeping in view the productivity, peace and prosperity of the industry. **[20]**

Q5) Define 'Industrial Psychology' and examine the nature, scope and application of Industrial Psychology in modern industry. **[20]**

Q6) Explain what is meant by 'Morale'? Examine the various factors that determine morale and explain why the morale of the employees has to be high at all times in industry. **[20]**

P.T.O.

Q7) Explain what is meant by 'Job Satisfaction'? Examine the various factors involved in job satisfaction. How is satisfaction surveys conducted in industry to determine the level of job satisfaction among the employees?. **[20]**

Q8) Write notes on the following (any two) **[20]**

- a) Monotony and Boredom
- b) Impact of industrialization on family and caste system in India
- c) Psychological test conducted in industry
- d) Importance of Leadership in industry



Total No. of Questions : 9]

SEAT No. :

P1237

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[Total No. of Pages : 1

MASTER OF LABOUR LAWS AND LABOUR WELFARE
Labour Economics and Indian Labour Problems (Part - II)
(Paper - VIII) (Semester - II)

Time : 3 Hours]

[Max. Marks : 100

Instructions to the candidates:

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

Q1) Define Wage. State and distinguish kinds of Wages.

Q2) Evaluate importance of the study of labour problems in Indian social and economic conditions.

Q3) Elaborate the characteristics of Labour Market in India.

Q4) Discuss the problem of absenteeism and turn-over.

Q5) Evaluate the problems of child and women labour in India.

Q6) Evaluate the concept of payment of bonus.

Q7) Discuss the role of incentive schemes beneficial to employers and workers.

Q8) State the role of Wage Boards in India and role of Employment Exchange.

Q9) Write Short Notes on following :

- a) Theories of Wages.
- b) Measures to reduce problems of unemployment.

