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[5450]-11

M.L.L.&L.W. (First Semester) EXAMINATION, 2018

Paper-I

LAW RELATING TO LABOUR MANAGEMENT RELATIONS-I

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Define 'Industrial Dispute'. When an individual dispute becomes an Industrial Dispute ?
2. Define Strike. Is Strike a legal or statutory right ? Explain.
3. Explain the provisions relating to commencement of award and persons on whom settlement of awards are binding.
4. Explain various 'Authorities' under the Industrial Dispute Act.
5. What are the main provisions relating to 'standing orders' under the Industrial Employment Standing Orders Act 1996 ?

P.T.O.

6. Define 'Retrenchment'. Write the procedure for Retrenchment and re-employment of retrenched workmen under the Bombay Industrial Relations Act 1946.
7. Define Average pay. State the provisions relating to Reference of Industrial Dispute by Appropriate Government under the Industrial Dispute Act 1947.
8. Write notes on the following :
 - (a) Continuous service under the Industrial Dispute Act 1947.
 - (b) Definition of workmen under the Industrial Dispute Act 1947.

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[5450]-12

Master of Labour Laws and Labour Welfare

(I Sem.) Examination, 2018

Paper-II : LAW RELATING TO LABOUR MANAGEMENT

RELATIONS-II

Time : 3 Hours

Maximum Marks : 100

N.B. :— (i) Attempt any *five* questions.
(ii) All questions carry equal marks.

1. Elaborate the scope and significance of workers organisation in the context of modern industrialisation.
2. Discuss the following :
 - (a) Role of trade unions in environment protection.
 - (b) Problems of white collar unionism.
3. "The Trade Union Act, 1926 has opened the doors for outside leadership and encouraged multiplicity of trade unions." Comment.
4. Critically examine the rights and liabilities of registered trade unions under The Trade Unions Act, 1926.
5. State the object of Maharashtra (Bombay) Industrial Relations Act, 1946. Explain in detail the provisions relating to Registration of Unions and cancellation of Registration under the Act.
6. Explain the powers and duties of Labour court and Industrial courts under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.

P.T.O.

7. Discuss the following :

- (a) Procedure for dealing with complaints relating to unfair labour practices.
- (b) Rights of officers of approved union.

8. Write notes on the following :

- (a) Trade unions role in job-security
- (b) ILO and the Indian Labour movement.

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[5450]-13

M.L.L. and L.W. (I Sem.) EXAMINATION, 2018

**PRINCIPLES OF WAGE FIXATION, LAW OF WAGES AND
SOCIAL SECURITY LEGISLATION—III**

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. State and explain the various theories of Wages.
2. Examine the scope of the expression accident arising out of and in the course of employment with regard to Employer's liability to pay compensation to his workmen under the Workmen's Compensation Act, 1923.
3. 'Bonus is a dynamic concept.' Comment.
4. Define 'Basic Wages' and state the provisions relating to contributions and mode of recovery of moneys due from the employer under the Employees Provident Funds and (Miscellaneous Provisions) Act, 1952.
5. Define 'Continuous Service'. Discuss the provisions relating to payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act, 1972.

P.T.O.

6. Examine the various benefits assured to the insured employees and their dependents under the Employees State Insurance Act, 1948.
7. Define the term 'Wages' and state the provisions of the Maternity Benefit Act, 1961 regarding 'Right to payment of maternity benefit and forfeiture of maternity benefit.'
8. Discuss the salient features of the Equal Remuneration Act, 1976.
9. "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorized deductions." Comment.

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MLL & LW (I Semester) EXAMINATION, 2018

**Paper IV : RESEARCH METHODOLOGY AND CASE STUDIES IN
INDUSTRIAL RELATIONS**

Time : Three Hours

Maximum Marks : 100

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

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

1. Highlight various methods used in selecting a sample from the population. Point out their merits and demerits.
2. Explain the concept of 'hypothesis'. Discuss sources and qualities of workable Hypothesis.
3. Discuss the following :
 - (a) Interview as a tool of data collection
 - (b) Merits and demerits of conducting social survey.
4. Define the term 'scientific method' and explain in detail the characteristics of the scientific method.

P.T.O.

5. How research design in an instrument of research ? Can an industrial research be conducted without research design ?
6. Describe briefly the merits and demerits of questionnaire method.
7. Write a detailed note on measurement and scaling.
8. What is research report ? Discuss the purpose and contents of report writing in labour research.
9. Write short notes on any *two* of the following :
 - (a) Content Analysis
 - (b) Concepts of mean, median and mode
 - (c) Use of graphs in labour research
 - (d) A good schedule in labour research.

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M.LL.&L.W. (Second Semester) EXAMINATION, 2018

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 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
(Part II) (II Sem.) Examination, 2018
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. “The role of a 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. [20]
2. “Training plays an important part in increasing performance, productivity and profitability of the organisation”. Elucidate. [20]
3. Explain the importance of Performance Appraisals and examine the various traditional and modern methods of performance appraisals. [20]
4. Critically examine the importance of discipline in industry and explain how discipline can be enforced in industrial organisations. [20]
5. Examine the health and safety problems of industrial workers with special reference to India. Explain the various initiatives taken recently to improve the health and safety of industrial workers of our country. [20]

P.T.O.

6. Distinguish between 'Promotion' and 'Transfer' and examine the various types of promotions and transfers. Explain the merits and demerits of promoting employees from within the organisation or infusing fresh blood from outside the organisation. [20]
7. Examine the personnel management practices followed in textile industries. [20]
8. Write notes on any *two* of the following : [20]
- (a) In a company employing 500 employees, an employee has committed a grave misconduct for which the management wants to take sever disciplinary action against the employee. Suggest what steps need to be taken in this case to ensure that the disciplinary action is full proof.
 - (b) Factors influencing salary and wage administration.
 - (c) Functions of Labour Welfare Boards.
 - (d) Merits and demerits of line and staff relationship.

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[5450]-23

M.L.L. and L.W. (II Sem.) EXAMINATION, 2018

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY—II

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Define 'Communication' and explain the various modes of employee, employer communication in industry.
2. Training plays an important role in increasing Performance, Productivity and Profitability of the company. Elucidate.
3. What is Performance Appraisal. ? Discuss the modern methods of performance Appraisal.
4. The relationship between the formal and informal organization of industry is not supplementary, but interactive. Explain and bring out clearly the importance of informal organization.
5. Critically examine the role, functions and duties of an 'Executive' in a modern Indian organization.

P.T.O.

6. 'Industrial Psychology is the application of Psychological Principles and facts to the behaviour of the people at work in industry'. Comment with reference to the nature and scope of industrial psychology ?
7. Explain the importance of leadership in industry.
8. Write short notes on any *two* :
- (a) Causes and remedies of industrial accidents
 - (b) Fatigue and burden
 - (c) Factors which determine Industrial morale
 - (d) Definition of Industrial Sociology.