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[5243]-11

**MASTER OF LABOUR LAWS AND LABOUR WELFARE
(PART-I) (FIRST SEMESTER) EXAMINATION, 2017
LAW 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. i.e. **20** each.

1. Define the term 'Industry' and describe the attributes of Industry under the Industrial Disputes Act, 1947.
2. State the importance and need of 'Arbitration Proceedings'. Explain the process of Arbitration under the Bombay Industrial Relations Act, 1946.
3. Examine the provisions relating to 'Standing Orders' under the Industrial Employment (Standing Orders) Act, 1946.
4. Define the term 'Strike' and examine the provisions relating to prohibition of Strike and Lock-outs under the Industrial Dispute Act, 1947.
5. Discuss the concept of 'workers participation in management' and explain merits and demerits of workers participation in management in India.
6. Explain the nature and causes of Industrial conflicts and the ways for achieving Industrial Peace and Harmony.

P.T.O.

7. State and explain the provisions relating to 'Penalties' under the 'Bombay Industrial Relations Act, 1946.

8. Write notes on any *two* of the following :
 - (a) Disciplinary Action in the Industrial Organisation.
 - (b) Definition of workmen under the Industrial Dispute Act,1947.
 - (c) Consequence of 'non-appearance of parties'.

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[5243]-12

Master of Labour Laws and Labour

Welfare (First Sem.) EXAMINATION, 2017

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. “Trade unionism is an expression of Right to freedom of Association and contribution towards Human Rights Protection.” Comment.
2. Define the term ‘Trade Union’ and examine the provisions relating to mode of registration of Trade unions under The Trade Unions Act, 1926.
3. Define collective bargaining. Examine its characteristics and the essential conditions for successful collective bargaining.
4. State the procedure of change of name and amalgamation of trade union. What are the effects of such change and amalgamation ?
5. Discuss in detail the various Authorities to be constituted *or* appointed under the Maharashtra (Bombay) Industrial Relations Act, 1946.

P.T.O.

6. Explain in detail the process of recognition of union and cancellation of recognition and suspension of rights under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
7. Explain in detail the provisions relating to illegal strikes and lock-outs under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. Write notes on the following :
 - (a) Recognition of other union under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
 - (b) Problems of organising the unorganized-unionism-rural workers.

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M.L.L. & L.W. (First Semester) EXAMINATION, 2017
PRINCIPLES OF WAGE FIXATION, LAW OF WAGES AND
SOCIAL SECURITY LEGISLATION

Paper III

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. State and explain various theories of wages and its applicability in today's context.
2. Distinguish between the Workmen's Compensation Act, 1923 and the Employees, State Insurance Act, 1948.
3. Discuss the following with reference to the Payment of Bonus Act, 1965 :
 - (a) Eligibility for Bonus and disqualification for Bonus.
 - (b) Set-on and set-off of Allocable surplus.
4. Describe the Applicability and non-applicability of the Employees, Provident Funds and Miscellaneous Provisions Act, 1952 to establishments. Under what circumstances can an employee withdraw his provident fund amount ?

P.T.O.

5. Define the term 'Employee' and discuss the provisions relating to payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act, 1972.
6. State the Constitution and examine the powers of the E.S.I. Corporation, Standing Committee and the Medical Benefit Council under the E.S.I. Act, 1948.
7. Critically examine the nature and scope of maternity benefits. What are the rights of employed women under the Maternity Benefits Act, 1961 ?
8. Write short notes on :
 - (a) Main provisions of the Equal Remuneration Act, 1976.
 - (b) The object, application and non-application of the Equal Remuneration Act, 1976.
9. Critically examine the procedure for fixing and revising minimum rates of wages in respect of any scheduled employment under the Minimum Wages Act, 1948.

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**MASTER OF LABOUR LAWS AND LABOUR WELFARE
(First Sem.) EXAMINATION, 2017
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. State and explain in detail various types of sampling methods.
2. What is a hypothesis ? Highlight the procedure of developing a good hypothesis.
3. Define research design. Discuss the major steps in the preparation of Research design.
4. Discuss the following :
 - (a) Case study method
 - (b) Content analysis.
5. Discuss the following :
 - (a) The questionnaire method of data collection
 - (b) Kinds of observation method.

P.T.O.

6. Discuss critically the significance and the contents of research report.
7. What do you mean by 'Scientific Method' ? Explain in detail the characteristics of the scientific method in context of labour research.
8. Discuss social survey. Examine various types of social surveys.
9. Write short notes on any *two* of the following :
 - (a) Measurement and scaling
 - (b) Analysis and processing of data
 - (c) Structured and Unstructured Interview
 - (d) Essentials of a good schedule.

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

EXAMINATION, 2017

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. Examine the concept, nature and scope of labour welfare in the context of improvement of the standards of living.
2. Define the term 'worker' and discuss the provisions relating to 'working hours of adults' under the Factories Act, 1948.
3. Explain in detail the provisions relating to 'Health and Safety' under the Mines Act, 1952.
4. Define the term 'plantations' and explain the procedure for Registration of Plantations under the Plantations Labour Act, 1951.
5. Explain the following :
 - (a) Discuss the main provisions of the Dock Workers (Safety, Health and Welfare) Act, 1986.

P.T.O.

- (b) Define the term 'dock worker' and discuss the powers of inspectors under the Dock Workers (Regulation of Employment) Act, 1948.
6. Discuss provision relating to 'enforcement and inspection' under the Maharashtra Shops and Establishments Act, 1948.
7. Define the term 'Establishment' and discuss the provisions relating to 'contributions' under the Maharashtra Labour Welfare Fund Act, 1953.
8. What are the general restrictions on undertaking prospecting and mining operations under the Mines and Minerals (Regulation and Development) Act, 1957 ?
9. Write notes on the following :
- (a) Penalties and prosecution under the Contract Labour (Regulation and Abolition) Act, 1970.
- (b) Constitution of tribunal for fixing or revising rates of wages in respect of working journalist 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
(SECOND SEMESTER) EXAMINATION, 2017
PERSONNEL MANAGEMENT AND CASE STUDIES
IN PERSONNEL MANAGEMENT**

Paper VI

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. Training plays an important role in increasing performance, productivity and profitability of the organization elucidate.
2. Examine the various statutory and non-statutory welfare amenities that are provided in organization and evaluate their effect on the morale of the employees ?
3. Examine the causes of indiscipline in Industry. Suggest measures to check and curb indiscipline activities in industry.
4. Define "Human Resource Management" and explain how human resource management has helped the industries to deal with the challenges posed by the forces of globalization and liberalization by providing an efficient, dedicated and productive work force.

P.T.O.

5. Examine the Personnel Management Practices followed in the Engineering Industry.
6. Explain the difference between Salary and Wage. Examine the objectives of Salary and Wage administration. What are the guidelines to be followed while fixing wages or salaries of employees ?
7. Critically examine the Managerial and Operative functions of a Personnel Manager.
8. Write short notes on any *two* of the following :
 - (a) Causes of grievances and model grievance procedure.
 - (b) Functions of Labour Welfare Board.
 - (c) Factors responsible for the development of personnel management.
 - (d) Bharat Airways is a five years old domestic airlines. It was launched with lot of assurance of better prompt, efficient services consumer satisfaction etc., However during the last five years condition became worse resulting in large number of dissatisfied travellers, switching over to the other domestic airlines. Bharat airways was not experienced in the domestic air travel business when it started. Although it recruited almost 50% of the employees out of 800 employees from other competitor airlines, there was no useful training to any group of employees. Employees had lot of grievance and there was no procedure system, methods to ventilate the grievances. The top management and the operating managers were following autocratic style of management.

Communication at levels was poor. There was absence of mutual trust, absence of responsibility, accountability. Senior staff often complained of co-ordination and in case of problem the 'buck' was passed to someone else conveniently. This resulted in lack of responsibility at all levels. Sometimes chaotic situations arose because of lack of communication.

Question :

You are as HR manager asked by the Managing Director to prepare a comprehensive action plan to improve the situation and conditions.

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MASTER OF LABOUR LAWS AND LABOUR WELFARE

(Second Semester) EXAMINATION, 2017

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Paper II

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Define Industrial Psychology and explain the Psychological test used in Industry for selecting right men for right Job.
2. How does technology influence the Industrial society critically examine ?
3. Examine the factors that contribute Industrial conflicts. What are the ways and means to prevent it ?
4. Define performance appraisal. Discuss different techniques of performance appraisal.
5. Define Industrial sociology and explain the scope and significance of industrial sociology in modern Industrial set up.

P.T.O.

6. Explain the impact of industrializations on the family and caste system in India.
7. Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of Industrial Bureaucracy.
8. Write short notes on any *two* :
 - (a) Role of executive in modern Indian organization
 - (b) Importance of leadership in Industry
 - (c) Modes of employee, employer communication in Industry
 - (d) Fatigue and burden.

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MASTER OF LABOUR LAWS AND LABOUR WELFARE
(Second Sem.) EXAMINATION, 2017
LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS
Paper VIII

Time : Three Hours

Maximum Marks : 100

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

(ii) *All* questions carry equal marks.

1. Elaborate the concept of Labour Market and discuss the characteristics of Labour Market.
2. Evaluate the concept of payment of 'Bonus' and explain bonus linked with production.
3. Discuss the impact of Rationalization and Automation on employment of labour in India.
4. Evaluate the incentive schemes beneficial to employers and employees.
5. Discuss functions and role of Wage Boards in India.

P.T.O.

6. Discuss nature, scope and importance of labour economics.
7. Define Wage. Discuss theories of Wages.
8. Examine and state the problems of Agricultural Labour in India.
9. Write short notes on the following :
 - (a) Employment Exchange in India
 - (b) Theories of unemployment.