

Total No. of Questions—8]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-1

Master of Labour Laws and Labour Welfare (First Semester)

EXAMINATION, 2019

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.

1. Define the term 'Industry' and under what circumstances individual dispute becomes Industrial Dispute under the Industrial Disputes Act, 1947 ?
2. Explain payment of compensation money prior to 'Retrenchment' and 'Closure' under the Industrial Disputes Act, 1947 ?
3. Explain the difference between Bombay Industrial Relations Act, 1946 and Industrial Disputes Act, 1947 ?
4. State and explain various Courts and Tribunals for settlement of disputes under the Bombay Industrial Relations Act, 1946.
5. "Certified Standing orders constitute statutory conditions of employment". Comment.
6. Explain the provisions relating to commencement of award and persons on whom settlement of awards are binding.

P.T.O.

7. Under what circumstances 'Disciplinary Action' can be taken under the Industrial Organisation ? Explain ?
8. Write short notes on any *two* :
- (a) Notice of change under the Industrial Disputes Act, 1947.
 - (b) Continuous service under the Industrial Disputes Act, 1947.
 - (c) Special features of Industrial Employment Standing Orders Act, 1948 ?
 - (d) Reference of dispute to 'Arbitration' under the Industrial Disputes Act, 1947.

Total No. of Questions—8]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-2

Master of Labour Laws And Labour Welfare (I Sem.)

EXAMINATION, 2019

LAW RELATING TO LABOUR MANAGEMENT RELATIONS-II

PAPER-II

Time : Three Hours

Maximum Marks : 100

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

(ii) All questions carry equal marks.

1. Discuss the need of “Collective Bargaining.” State also what efforts are required for the successful and effective collective bargaining.
2. Elaborate the scope and the significance of workers organization in the context of Modern Industrialization.
3. Critically examine the rights and liabilities of Registered Trade Unions under the Trade Union Act, 1926.
4. Define “Trade Union’ under Trade Union Act, 1926 ? Also state the provisions regarding Amalgamation and Dissolution of a registered trade union.
5. Enumerate the different types of union registered under the Bombay Industrial Relations Act, 1946.
6. State the conditions on which a trade union can be entered in the approved list under the Bombay Industrial Relations Act, 1946.

P.T.O.

7. Discuss the powers of the Industrial and Labour Court for imposing penalties and for contempt under M.R.T.U. and P.U.L.P. Act, 1971.
8. Write notes on the following :
- (a) Rights of Recognized Union M.R.T.U. and P.U.L.P. Act, 1971.
 - (b) Illegal Strike and Lock-outs under M.R.T.U. and P.U.L.P. Act, 1971.

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Total No. of Questions—9]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-3

Master in Labour Laws and Labour Welfare (Part-I) (I Semester)
EXAMINATION, 2019

**Paper III : PRINCIPLES OF WAGES FIXATION, LAW OF
WAGES AND SOCIAL SECURITY LEGISLATION**

Time : Three Hours

Maximum Marks : 100

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

1. Examine in detail the provisions relating to appointment, powers, duties and functions of “Commissioner” under the Workmens Compensation Act, 1923.
2. What are the ‘Authorised deductions’ under the Payment of Wages Act, 1936.
3. Explain the following with reference to Employees’ State Insurance Act, 1948 :
 - (a) Constitution and Powers of ESI Corporation
 - (b) Constitution of Standing Committee. (Sec. 8 and 9)
4. “The Question of Payment of Bonus had been one of the main causes of Industrial disputes during Post-Independence period.” Elaborate the statement with special reference to the “objects” of payment of Bonus Act, 1965.

P.T.O.

5. Discuss the provisions relating to Payment of Gratuity, along with the Determination of amount of Gratuity under the Gratuity Act, 1972. Also support your answer with the help of judicial pronouncements.
6. Write a detailed note on Procedure for fixation and Revision of Minimum Wages as under Minimum Wages Act, 1948.
7. Explain the 'authorities' under 'Employees' Provident Funds and Misc Provisions Act, 1952.
8. State the 'objectives' of Equal Remuneration Act and also mention the important provisions relating to application and non-application of the Equal Remuneration Act.
9. Discuss the following with reference to Maternity Benefit Act, 1961 :
 - (a) Employment of woman prohibited during certain period
 - (b) Powers and duties of inspector under the Act.

Total No. of Questions—9]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-4

Master of Labour Laws and Labour Welfare (Semester I)

EXAMINATION, 2019

**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 equal marks *i.e.*, **20** marks each.

1. Define Hypothesis and discuss the main characteristics and types of Hypothesis.
2. Define the term 'scientific method' and explain in detail the characteristics of the scientific method.
3. Highlight various methods used in selecting a sample from the population. Point out their merits and demerits.
4. Define Research design. Discuss the major steps in the preparation of Research design.
5. What do you mean by social survey ? Examine various types of social surveys.

P.T.O.

6. Discuss critically the significance and the contents of research report.
7. Write a detailed note on measurement and scaling.
8. Examine the utility and limitation of a case study method in Labour Research.
9. Write short notes on any *two* of the following :
 - (a) Analysis and data processing
 - (b) Concepts of mean, median and mode
 - (c) Observation as a Tool of data collection
 - (d) A good schedule in Labour research.

Total No. of Questions—9]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-5

Master of Labour Laws and Labour Welfare (Semester-II)

EXAMINATION, 2019

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.
 - (b) Define the term 'dock worker' and discuss the powers of inspectors under the Dock Workers (Regulation of Employment) Act, 1948.

P.T.O.

6. Discuss the provisions 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.

Total No. of Questions—9]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-6

MASTER OF LABOUR LAWS AND LABOUR WELFARE
(Sem. II) EXAMINATION, 2019
PERSONAL MANAGEMENT AND CASE STUDIES IN PERSONAL
MANAGEMENT
Paper VII

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. Define Human Resource Management and discuss the scope and objectives of Human Resource Management.
2. What are the factors that have contributed to the importance and wider Adoption of training and development programs in industry in recent years ?
3. Explain the causes of indiscipline in Industry. Suggest measures to check and curb indiscipline activities in Industry.
4. Critically examine the steps involved in scientific selection process.
5. Examine the difference between salary and wages. Examine the objectives of Salary and Wage Administration. What are the guidelines that should be followed while fixing wages or salaries of employees ?

P.T.O.

6. Examine the personal management practices in Textile Industries.
7. Explain the utility of case studies in personal management, and functions of the Labour Welfare Board.
8. Define 'Grievance' and examine the causes of grievances. Suggest a model grievance procedure for a company employing 500 employees.
9. An employee has committed a grave misconduct of assaulting a supervisor on the premises of the establishment. The management wants to dismiss this employee since his past record is extremely poor. The Managing Director of this company wants to know from you as to what needs to be done to ensure that the case is full proof ? Advise the managing director in this regard.

Total No. of Questions—8]

[Total No. of Printed Pages—2

Seat No.	
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[5550]-7

MASTER IN LABOUR LAWS AND LABOUR WELFARE

(Sem. II) EXAMINATION, 2019

INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY

Paper VII

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. Define 'Industrial Sociology' and examine the nature, scope and application in industry.
2. Explain the merits and demerits of line staff organization.
3. Explain the concept of industrial fatigue. Examine the causes of fatigue and suggest measures to reduce industrial fatigue.
4. Explain the concept of conflict and examine the socio-psychological causes of industrial conflict in an industrial organization.
5. Explain the various psychological tests used in industries to select employees with modern outlook and who would contribute to bring innovations and dynamism in industry.

P.T.O.

6. Explain what is meant by 'job satisfaction'. Examine the various theories of job satisfaction and explain the various factors on which job satisfaction depends.
7. Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of Industrial Bureaucracy.
8. Write notes on any *two* of the following :
 - (a) Human relations in industry
 - (b) Causes and remedies of industrial accidents
 - (c) Importance of leadership in industry
 - (d) Types of incentives.

Total No. of Questions—8]

[Total No. of Printed Pages—1

Seat No.	
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[5550]-8

**MASTER OF LABOUR LAWS AND LABOUR WELFARE
(II Semester) EXAMINATION, 2019
LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS
Paper VIII**

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 various theories of unemployment and suggest the measures to reduce the problems of unemployment.
2. Critically evaluate the 'Marginal Productivity Theory' of wage determination.
3. Explain the problems of agricultural labours in India.
4. Examine the recent labour policy of the Government of India.
5. 'Incentive schemes are widely regarded as beneficial both to the employers and workers'. Comment.
6. Discuss the problems of 'absenteeism' and turnover.
7. Explain 'Minimum wage', 'Fair wage' and 'Living wage' and distinguish between them.
8. Examine the nature of payment of bonus with reference to bonus linked with production and productivity.

[5550]-8