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Seat No.	
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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2012
LAW RELATING TO LABOUR WELFARE**

Time : 3 Hours

Max. Marks : 100

Instructions : 1) Question No. 8 (eight) is **compulsory**. Out of the remaining attempt **any five** questions.
2) Figures to the **right** indicate **full** marks.

1. 'Investment on welfare is a wise investment' Elucidate. Examine the various statutory and non-statutory welfare amenities provided by organisations to its employees. **16**
2. Define 'Worker' under the Factories Act, 1948 and examine the provisions relating to working hours of adults and young persons under the Act. **16**
3. Briefly examine the provisions relating to 'Health and Safety' under the Mines Act, 1952. **16**
4. With reference to the Contract Labour (Regulation and Abolition) Act, 1970 explain the following :
 - a) Prohibition of contract labour by Appropriate Government under Section 10 of the Act.
 - b) Welfare provisions to be provided to the contract labour under the Act. **16**
5. With reference to the Bombay Shops and Establishments Act, 1948 explain the following :
 - a) Notice of termination of service.
 - b) Leave facilities to be provided to employees under the Act. **16**
6. Define the term 'Newspaper Employee' and explain the provisions relating to payment of gratuity under the Working Journalists and other Newspaper Employees (Conditions of service) and Miscellaneous Provisions Act, 1955. **16**

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7. Explain the following :
- a) Procedure for obtaining prospecting licenses and leases under the Mines and Minerals (Regulation and Development) Act, 1957.
 - b) Powers of the Chief Inspector of mines under the Mines Act, 1952. **16**
8. Write notes on **any two** of the following : **20**
- a) Annual leave with wages under the Factories' Act, 1948.
 - b) Unpaid Accumulations under the Bombay Labour Welfare Fund Act, 1953.
 - c) Health under the Plantation Labour Act, 1951.
 - d) Main provisions of the Dock-workers (Safety, Health and Welfare) Act, 1986.
9. Discuss the scheme for ensuring regular employment of workers under the Dock Workers (Regulation of employment) Act, 1948. **16**



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2012
Paper – I : LAW RELATING TO LABOUR MANAGEMENT RELATIONS – I**

Time : 3 Hours

Max. Marks : 100

N.B. : 1) Answer **any five** questions.
2) **All** questions carry **equal** marks.

1. Labour Dictionary defines “Industrial relations” as “relationship between employers and employees in industry”. Write essay on the concept of ‘Industrial relations’.
2. Examine nature of “Industrial Conflicts and Disputes”. State the place of ‘right to strike’ in industrial relations.
3. Definition of ‘Average pay’. State the provision relating to ‘Reference of industrial disputes by Appropriate Government’ under Industrial Disputes Act 1947.
4. Who is protected workman ? State the provisions relating to procedures, powers and duties of Authorities under Industrial Disputes Act 1947.
5. State the provisions relating to conciliation proceeding. When conciliation proceedings not to be commenced or continued in certain cases under Bombay Industrial Relations Act 1946 ?
6. Who is certifying officer ? Discuss conditions for certification of standing orders, and its duration and modification under Industrial Employment (Standing Orders) Act 1946.
7. Write essay on “Retrenchment’ under Industrial Disputes Act 1947.
8. Write notes on the following :
 - a) Continuous Service under Industrial Disputes Act 1947
 - b) Arbitration under B.I.R. Act 1946.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2012
Paper – II : LAW RELATING TO LABOUR MANAGEMENT RELATIONS – II**

Time : 3 Hours

Max. Marks : 100

N.B.: a) Answer **any five** questions.
b) **All** questions carry **equal** marks.

1. "Trade Unionism is an expression of Right to Freedom of Association and contribution towards Human Rights Protection" Comment, with reference to Indian Constitution.
2. Discuss the following :
 - a) Role of Trade Unions in job security and determination of wages.
 - b) Set back of Intra-Union and Inter-Union rivalry to Union Movement.
3. Discuss the various characteristics of Collective Bargaining and conditions for successful collective bargaining.
4. Explain the privileges of a registered Trade Union under the Trade Unions Act 1926.
5. State upon the various types of Unions under the Bombay Industrial Relations Act, 1946. State the administrative role of Registrars, under the Act.
6. Write in details on the obligation and Rights of the Recognised Unions, under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
7. Discuss the following :
 - a) ILO and Indian Labour Movement
 - b) Penalties and procedure under Trade Unions Act, 1926.
8. Write notes on the following (**any two**) :
 - a) Problems of organizing the unorganized-Unionism-rural workers.
 - b) Proportion of officer bearers and their disqualification under Trade Unions Act, 1926.
 - c) Trace the history and development of Trade Union Movement in India.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2012
Paper – III : PRINCIPLES OF WAGE FIXATION, LAW OF WAGES AND
SOCIAL SECURITY LEGISLATION**

Time : 3 Hours

Max. Marks : 100

N.B. : a) Answer **any five** questions.
b) **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. Distinguish between the Workmen's Compensation Act, 1923 and the Employees, State Insurance Act, 1948.
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 ?
5. Define the term an 'Employee' and state the provisions relating to payment of gratuity under the Payment of Gratuity Act, 1972.
6. Explain the following :
 - a) Salient features of the Equal Remuneration Act, 1976.
 - b) Right to Payment of Maternity Benefit under the Maternity Benefit Act, 1961.
7. Enumerate the authorised deductions under the Payment of Wages Act, 1936.
8. Explain the following :
 - a) Application and non-application of the Payment of Bonus Act, 1965.
 - b) Set-on and set-off of Allocable surplus.
9. Write short notes on **any two** of the following :
 - a) Procedure for fixing and revising the minimum rates of wages under the Minimum Wages Act, 1948.
 - b) Payment of Bonus linked with Production or Productivity.
 - c) Purposes for which the E.S.I. fund may be expended.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2012
Paper – IV : RESEARCH METHODOLOGY AND CASE STUDIES IN
INDUSTRIAL RELATIONS**

Time : 3 Hours

Max. Marks : 100

N.B. : 1) Attempt **any five** questions.
2) **All** questions carry **equal** marks.

1. Explain the concept of 'Hypothesis'. Discuss sources and qualities of workable Hypothesis.
2. What is social survey ? Examine the types of social survey.
3. Discuss the advantages and disadvantages of the following types of sampling :
 - a) Random sampling
 - b) Stratified sampling.
4. Discuss the following :
 - a) Problem of response in questionnaire method.
 - b) Kinds of observation method.
5. Describe the importance and limitation of the case study method in Labour Research.
6. Discuss the following :
 - a) Role of Research Design in Social Research.
 - b) Content Analysis.
7. Explain the following :
 - a) Measurement and scaling.
 - b) Kinds and essentials of good schedule.

P.T.O.



8. What is a Research Report ? Discuss the purpose and contents of a Report Writing.
9. Write short notes on **any two** of the following :
 - a) Objects and characteristics of a good classification of Data.
 - b) Concepts of mean, median and mode.
 - c) Characteristics of scientific method.
 - d) Are workmen entitled to the payment of wages for the period of a Lock-out which is declared in consequence of an Illegal strike of the workmen ?



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Master of Labour Laws and Labour Welfare (Part – II) Examination, 2012
PERSONNEL MANAGEMENT AND CASE STUDIES IN PERSONNEL
MANAGEMENT

Time : 3 Hours

Max. Marks : 100

Instructions : 1) Question No. **9** is **compulsory**. Out of the remaining attempt **any five** questions.

2) Figures to the **right** indicate **full** marks.

1. Examine the various statutory and non-statutory welfare amenities that are provided in organisations and evaluate their effect on the morale of the employees. **16**
2. “Training plays an important role in increasing performance, productivity and profitability of the organisation” Elucidate. **16**
3. Examine the following managerial functions of the personnel manager :
 - a) Planning
 - b) Co-ordination and control
 - c) Decision making **16**
4. Define “grievance”. Examine the causes of grievances and explain the need for a grievance procedure in industrial organisations. **16**
5. Define “communication” and explain the various modes used in employee employer communication in industry. **16**
6. Examine the personnel management practices followed in textile industries. **16**
7. “Performance Appraisals helps to identify the strengths and weaknesses in employees”. Examine this statement and explain how the modern methods of performance appraisals has helped industries to build and develop an efficient and effective workforce. **16**

P.T.O.



8. Distinguish between salary and wage. What are the objectives of salary and wage administration. What are the essentials that are to be borne in mind while fixing salary or wage of employees.

16

9. Discuss **any two** of the following :

a) Functions of Labour Welfare Board.

b) Safety and health of workers

c) Role of human resource manager

d) Line and staff relationship.

e) Electronic Industries Ltd. Faridabad is producing electric bulbs, water coolers, air coolers and refrigerators. Recently, it added a new line of production, i.e. electric motors both for domestic and agricultural purposes. It needed one electric engineer with B Tec. qualification to look after the new plant producing electric motors. Presently five electric engineers with B.E. qualification are working as Assistant Engineers in the existing plant. The company advertised for the post of Chief Engineer (Electrical) for its new plant. It received twelve applications out of which five are Assistant Engineers working in the existing plant.

The company used techniques of preliminary interviews, test, final interview and medical examination and finally selected Mr. Anil Ambani, employed in the existing plant of the company. He is fourth in the seniority list of the Assistant Engineers in the present plant. But the three Assistant Engineers in the existing plant moved the issue to the court of law contesting that the selection of Mr. Ambani is not valid as he does not have seniority amount the Assistant Engineers in the existing plant.

Questions :

1) Comments on the managerial choice in favour of Mr. Ambani

2) Is it necessary to promote only seniors to higher posts in an organisation ?
Why/Why not ?

3) What is the legal position is such cases in India ?

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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2012
INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY**

Time : 3 Hours

Max. Marks : 100

Instructions: a) Question No. 9 is **compulsory**. Out of the remaining attempt **any 5** questions.
b) Figures to the **right** indicate **full** marks.

1. Define 'Industrial Sociology' and examine its scope and significance in the changing modern industrial setup. **16**
2. Explain the concept of 'Industrial Bureaucracy' and discuss the characteristics of industrial Bureaucracy. **16**
3. Explain the following :
 - a) Impact of industrialisation on the family and case system in India.
 - b) Causes of industrial conflicts and remedies to prevent it. **16**
4. Critically examine the impact of technological changes on the industrial society. **16**
5. Define Industrial Psychology and explain the nature and scope of Industrial Psychology. **16**
6. Examine the latest psychological test used in industry for selecting the right man for the right job. **16**
7. What is 'job satisfaction' ? Describe the various factors involved in job satisfaction. **16**
8. Discuss : **16**
 - a) Psychological requirements for high morale.
 - b) Types of incentives.

P.T.O.



9. Write notes on **any two** of the following :

20

- a) Importance of leadership in industry
- b) Importance of Job-Evaluation
- c) Various modes of employer-employee communication in industry
- d) Importance of industrial morale.



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2012
LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS**

Time : 3 Hours

Max. Marks : 100

N.B.: a) Answer **any five (5)** questions.
b) **All** questions carry **equal** marks.

1. State and explain the various theories of unemployment and suggest the measures to reduce the problem of unemployment.
2. Critically examine the nature and scope of Labour Economics.
3. “Absenteeism is a chronic disease amongst the workers”. Comment and suggest the measures to control absenteeism.
4. Critically examine the recent Labour Policy of the Government of India with reference to the Second National Commission on Labour.
5. Explain the concept of ‘Fair wage’ and distinguish between minimum wage, fair wage and living wage.
6. “Incentive schemes are widely regarded as beneficial both to the employers and workers”. Comment.
7. Examine the following :
 - a) Problems of Agricultural Labour in India
 - b) Functions of Employment Exchange in India.
8. Examine the importance of the study of Labour Problems under the present economic and social conditions of our country.
9. Write short notes on the following :
 - a) Various theories of wages
 - b) Role of Labour in economic development.