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**D.L.L. and L.W. Examination, 2009**  
**LAW RELATING TO LABOUR – MANAGEMENT RELATIONS**  
**(Paper – I)**  
**(New Course)**

Time : 3 Hours

Max. Marks : 100

*Instructions: 1) Question No. 9 is compulsory. Out of the remaining attempt any 5 questions.*

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

1. With reference to the Trade Unions Act, 1926, explain.
  - a) The difference between Political Fund and General Fund. 8
  - b) Amalgamation and dissolution of unions. 8
2. Examine the powers of the Labour Courts under the Bombay Industrial Relations Act, 1946. 16
3. Examine the provisions regarding alterations of conditions of service and dismissal or discharge of workmen during pendency of proceedings before authorities under the Industrial Disputes Act, 1947. 16
4. State the salient features of the Industrial Employment (Standing Orders) Act, 1946. 16
5. Define Lay-off and Retrenchment and examine the conditions precedent for valid retrenchment. 16
6. Define strikes and lockouts under the Industrial Disputes Act, 1947. Examine the circumstances as to when a strike or lock-out becomes illegal under the Act. 16
7. Explain the provisions regarding Awards and Settlements under the Industrial Disputes Act, 1947. How do you ensure that the Settlements signed with the Unions are legally binding on the employees ? 16

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8. Examine the rights that are available to Recognised Trade Unions under Section 20, 21 and Section 23 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971. **16**
9. Write short notes on **any two** of the following : **20**
- a) Layoff
  - b) Illegal strikes
  - c) Definition of ‘Workman’
  - d) Misconducts under the Standing Orders.
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**M.L.L. and L.W. (Part – I) Examination, 2009**  
**LAW RELATING TO LABOUR-MANAGEMENT RELATIONS–I**  
**(Paper–I) (New Course)**

Time : 3 Hours

Max. Marks : 100

*Instructions : 1) Question 9 is compulsory. Out of the remaining attempt any 5 questions.*

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

1. State the impact of New Economic Policy on Industrial Relations in India. **16**
2. Reference of industrial dispute under Sec. 10 by appropriate Govt. whether it is discretionary ? State also whether making such reference is administrative order or quasi judicial order. **16**
3. Define industrial dispute under I.D.Act. Whether an individual dispute can become industrial dispute ? **16**
4. State what are model standing orders under Industrial Employment (standing orders) Act and in which case model standing orders applicable. **16**
5. State what is the mechanism provided under I.D.Act 1947 for settlement of industrial disputes. **16**
6. State whether employer has a fundamental right to close an industrial establishment. Is Sec 25 (O) of I.D. Act is constitutionally valid ? **16**
7. Industrial Dispute Act 1947 lays down provision for lay-off compensation what are the exceptions ? **16**
8. Define Retrenchment under I.D. Act 1947. Also state the procedure for Re-employment of the Retrenched workmen. **16**



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

**20**

- A) Define 'Employer' and 'Industrial establishment' under Industrial Employment (standing orders) Act.
- B) Distinguish between dismissal and discharge.
- C) Notice of change with reference to B.I.R. Act, 1946.
- D) Conciliation and Arbitration proceeding under BIR Act, 1946.

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**M.L.L. & L.W. (Part – I) Examination, 2009**  
**LAW RELATING TO LABOUR – MANAGEMENT RELATIONS – II**  
**(New Course) (Paper – II)**

Time : 3 Hours

Max. Marks : 100

*Instructions: 1) Question No. 10 is compulsory. Out of the remaining attempt any 5 questions.*

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

1. “Trade Union has got its recognition from the Constitution as a guaranteed right in Indian Democracy”. Comment. **16**
2. State the advantages and provisions regarding registration of the Trade Unions. **16**
3. Collective bargaining is the only strength to Unite and rebel for rights of labourer against the Management. State also the demerits of Collective bargaining. **16**
4. What do you mean by ‘Trade Dispute’ under the T.U. Act, 1926 ? How does the Act helps in resolving this dispute by formation of Registered Trade Union ? **16**
5. Enumerate the provisions regarding amalgamation of Trade Union. State the effect of such amalgamation in detail with reference to the T.U. Act, 1926. **16**
6. Give the detail provisions regarding application for the registration of Union and provisions as to registration of another Union in place of existing registered Union under the B.I.R. Act, 1946. **16**
7. State the role played by the Approved Union under the B.I.R. Act, 1946. What remedy is available to such Union if it is aggrieved by the order of the Registrar ? **16**



8. What do you mean by Unfair Labour Practices ? State the procedure for dealing with the complaints under the M.R.T.U. and P.U.L.P. Act, 1971. **16**
9. Discuss in details the Power of the Labour and Industrial court to try the offences under the M.R.T.U. and P.U.L.P. Act, 1971. **16**
10. Write short notes on **any two** of the following : **20**
- a) Trade unions role in Environment protection and safety promotion.
  - b) Objects for which General fund can be utilized under T.U. Act, 1926.
  - c) Obligation of recognized Union under M.R.T.U. and P.U.L.P. Act, 1971.
  - d) New technology, Trade Unionism and Social Justice.
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**M.L.L. and L.W. (Part – I) Examination, 2009**  
**PRINCIPLES OF WAGE FIXATION,**  
**LAW OF WAGES AND SOCIAL SECURITY LEGISLATION**  
**(Paper – III) (New)**

Time : 3 Hours

Max. Marks : 100

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

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

1. The role of the International Labour Organisation has been very vital one in the development of various social security measures over the past decade. Discuss. **16**
2. Discuss the provisions in respect of notice and claims, and statements from employers regarding fatal accidents, under the Workmens Compensation Act, 1923. **16**
3. Discuss the procedure for fixation and revision of Minimum Wages under the Minimum Wages Act, 1948. **16**
4. Examine the special provisions with reference to Payment of Bonus linked with production or productivity under the Payment of Bonus Act, 1965. **16**
5. Maternity benefit is an indemnity for the loss of wages incurred by a woman who voluntarily before child birth and compulsorily thereafter abstains from work in the interest of the health of her child and herself". Comment. **16**
6. Discuss the nature of contributions, and the various benefits under the Employees State Insurance Act, 1948. **16**
7. Explain the following terms under the Payment of Wages Act, 1936 :
  - a) Time of payment of wages
  - b) Claims arising out of deductions from wages or delay in payment of wages. **16**
8. Discuss the object, scope and application of the Gratuity Act, 1972. **16**
9. Write short notes on **any two** : **20**
  - a) Types of Injuries under the Workmen's Compensation Act, 1923
  - b) Powers of Provident Fund Commissioner.
  - c) Available surplus.
  - d) Compulsory Insurance.

**M.L.L. & L.W. (Part – I) Examination, 2009****Paper IV : RESEARCH METHODOLOGY AND CASE STUDIES IN INDUSTRIAL RELATIONS (New)**

Time : 3 Hours

Max. Marks : 100

*N.B. : a) Question number 10 is compulsory. Out of the remaining attempt any five questions.*

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

1. Define 'Scientific method'. Explain the characteristics of the scientific method. **16**
2. Define Hypothesis. Discuss sources and qualities of workable hypothesis. **16**
3. What is a research design ? Enumerate and explain the major steps in the preparation of a research design. **16**
4. Explain the significance of a research report and narrate the various steps involved in writing research report. **16**
5. "Observation is a perfect method of social investigation and probably most popular one in gaining knowledge of social phenomena". Comment. **16**
6. "Social survey is an important element in social research". Comment and state the types of social surveys. **16**
7. What is a case study method ? Examine the importance and limitation of a case study method in social research. **16**
8. State and explain the various types of sampling method. **16**
9. Explain the following :
  - a) Content analysis. **8**
  - b) Essentials of a good schedule. **8**

P.T.O.



10. Write short notes on **any two** of the following :

**20**

- a) Concepts of mean, median and mode.
- b) Types of questionnaire method.
- c) Advantages and limitation of Tabulation.
- d) An industrial disputes is pending before the Industrial Tribunal regarding the revision of wages scale and dearness allowance. A workman who is a leader of the workmen, concerned in the dispute is found guilty of misconduct of abusing and assaulting his superior officer. The employer intends to take an action against him. Advise the employer.

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**M.L.L. & L.W. (Part – II) Examination, 2009**  
**P-I : LAW RELATING TO LABOUR WELFARE**  
**(New)**

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. Define the term 'Newspaper Employee' and explain the provisions relating to payment of gratuity under the Working Journalists and Other News paper Employees (Condition of Service) and Miscellaneous Provisions Act, 1955. **16**
2. Examine the special provisions relating to 'women workers and children' under the Factories Act, 1948 and comment on the decision of the Madras High court and Andhra Pradesh High Court in the case of working of women workers in the night shifts. **16**
3. Define the term 'Factory' and discuss the provisions relating to welfare under the Factories Act, 1948. **16**
4. a) Define 'Shops and Commercial Establishments' under the Bombay Shops and Establishments Act, 1948.  
b) Leave provisions under the Bombay Shops and Commercial Establishments Act, 1948. **16**
5. Examine the provisions relating to 'Health and Safety' under the Mines Act, 1952. **16**
6. With reference to the Contract Labour (Regulation and Abolition) Act, 1970 explain the following :
  - a) Registration of establishments and licensing of contractors.
  - b) Power of Appropriate Government to prohibit the employment of contract labour. **16**

P.T.O.



7. Explain the procedure for obtaining prospecting licences or mining leases in respect of land in which the minerals vest in the Government under the Mines and Minerals (Regulation and Development) Act, 1957. **16**
8. Explain with reference to the Bombay Labour Welfare Fund Act, 1953, the following :
- a) Employees, Employers and Government contributions.
  - b) Welfare activities that are carried out by the Maharashtra Labour Welfare Board for the benefit of employees covered under the Act. **16**
9. Write notes on **any two** of the following : **20**
- a) Notice of termination under the Bombay Shops and Establishment Act, 1948.
  - b) Welfare amenities to be provided to contract labour under the Contract Labour (Regulation and Abolition) Act, 1970.
  - c) Prospecting licences and Mining leases under the Mines and Minerals (Regulation and Development) Act, 1957.
  - d) Registration of establishments and Licensing of Contractors under the Contract Labour (Regulation and Abolition) Act, 1970.
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**M.L.L. & L.W. (Part – II) Examination, 2009**  
**P – 2 : PERSONNEL MANAGEMENT AND CASE STUDIES IN**  
**PERSONNEL MANAGEMENT**  
**(New)**

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. Distinguish between Transfer and Promotion. State the various types of promotion and transfer and examine the main elements of a good promotion and transfer policy. 16
2. Define Human Resource Management. Explain the role and responsibilities of Human Resource Manager. 16
3. Define 'Wages and Salaries'. Outline the essential principles or guidelines for wage and salary administration in an organisation. 16
4. "Training is the corner stone of sound management for it makes employees more effective and productive". Comment with reference to the need for basic purposes of training of employees in an organisation. 16
5. "Communication plays an important role in maintaining harmonious and cordial industrial relations". Elucidate. 16
6. Write a note on employee safety and industrial health. 16
7. Discuss the purpose of performance appraisal. Explain the modern methods of performance appraisal. 16
8. Define Human Resource Management. Explain the role and responsibilities of Human Resource Manager. 16
9. Discuss **any two** of the following : 20
  - a) Functions of Labour Welfare Board.
  - b) Causes of grievances and a Model Grievance Procedure.

P.T.O.



- c) Sources of recruitment.
- d) 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. Tech 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, tests, 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 among the Assistant Engineers in the existing plant.

**Questions :**

- 1) Comment 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 in such cases in India ?
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**M.L.L. and L.W. (Part – II) Examination, 2009**  
**P-3 : INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY**  
**(Paper–VIII) (New)**

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. Define 'Industrial Sociology' and discuss the significance of Industrial Sociology in Modern Society. **16**
2. Explain the following :
  - a) Impact of Industrialisation on the family and caste system in India. **8**
  - b) Causes of Industrial Conflicts. **8**
3. 'The relationship between the Formal and Informal organisations of industry, is not supplementary, but interactive'. Explain and bring out clearly the importance of Informal organisations. **16**
4. Critically examine the impact of technological changes on the industrial society. **16**
5. 'Training plays an important role in increasing performance, productivity and profitability of the company'. Elucidate this statement. **16**
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. **16**
7. What is job satisfaction ? Describe the various factors involved in job satisfaction. **16**
8. Explain the concept of Job-Evaluation and discuss the advantages and limitation of Job Evaluation. **16**



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

**20**

- a) Modern methods of Performance Appraisal.
- b) Fatigue and boredom.
- c) Factory system of production.
- d) Decline of guild system.

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**M.L.L. & L.W. (Part – II) Examination, 2009**  
**Paper – 4 : LABOUR ECONOMICS AND INDIAN LABOUR**  
**PROBLEMS**  
**(New Course)**

Time : 3 Hours

Max. Marks : 100

*N.B. : 1) Question No. 10 (ten) is compulsory. Out of the remaining attempt any five questions.*  
*2) Figures to the right indicate full marks.*

1. Explain the concept of labour market and discuss the characteristics of the labour market. 16
2. Distinguish between ‘voluntary unemployment’ and ‘involuntary unemployment’. Critically examine the measures undertaken in India during the plans to solve the problem of unemployment. 16
3. Examine the importance of the study of labour problems under the present economic and social conditions of our country. 16
4. “Wage Policy should be an integral part of planning for economic development”. Comment with reference to essentials of a National Wage Policy. 16
5. Critically examine the demand and supply theory of wage determination. 16
6. Enumerate the various type of fringe benefits and their effect on labour efficiency. 16
7. Explain the concept of ‘Rationalization and Automation’ and examine the impact of rationalization and automation on employment of labour in the context of Indian conditions. 16
8. Examine the problems of child labour in India. 16
9. “Absenteeism is a chronic disease amongst the workers” comment and suggest the measures to control absenteeism. 16
10. Write short notes on **any two** of the following : 20
  - a) Problems of women workers
  - b) Various types of Dearness Allowances
  - c) Recent Labour Policy of the Government of India
  - d) Nature of payment of Bonus.



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**D.L.L. & L.W. Examination, 2009**  
**PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES**  
**(New) (Paper – III)**

Time: 3 Hours

Total Marks: 100

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

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

1. Discuss the powers and functions of 'Central Advisory Board' under the Minimum Wages Act, 1948. 16
2. Examine the provisions relating to the fixing hours for normal working day and the over time under the Minimum Wages Act, 1948. 16
3. Who is authorized to fix Minimum Wages and in what manner ? Discuss. 16
4. State the object and scope of the Payment of Wages Act, 1936 and the categories of persons to whom it is applied. 16
5. Discuss the following relating to Payment of Bonus Act, 1965 : 16
  - i) Computation of available surplus.
  - ii) Determination and distribution of Bonus.
6. State the salient features of the Equal Remuneration Act, 1976. 16
7. Explain allocable surplus and discuss the provisions regarding 'set-on' and 'set-off' of allocable surplus under the Payment of Bonus Act, 1965. 16
8. "Bonus is a dynamic concept." Comment. 16
9. Write short notes on **any two** : 20
  - a) Employee under Payment of Wages Act.
  - b) Bonus linked with the production of Productivity.
  - c) 'Appeal' under the Payment of Wages Act, 1936.
  - d) 'Offences and Penalties' under the Payment of Bonus Act, 1965.

**D.L.L. & L.W. Examination, 2009****P-4 : LEGISLATION AFFECTING CONDITIONS OF WORK (New)**

Time : 3 Hours

Max. Marks : 100

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

*2) Question No. 9 carries 20 marks and all other questions carry 16 marks each.*

1. Explain the provisions under the Factories Act, 1948 relating to appointment and powers of inspecting staff.
2. Discuss the provisions relating to welfare of workers under the Factories Act, 1948.
3. Discuss the powers and duties of 'inspectors' under the Bombay Shops and Establishments Act, 1948.
4. Define the term 'mines' and explain the provisions regarding leave with wages under the Mines Act, 1952.
5. Define 'motor transport worker' and discuss the provisions regarding registration of motor transport undertakings under the Motor Transport Workers Act, 1961.
6. Discuss in detail the object, scope and application of the Contract Labour (Regulation and Abolition) Act, 1970.
7. Define the term 'child' and examine the provisions relating to prohibition of employment of children in certain occupations and processes under the Child Labour (Prohibition and Regulation) Act, 1986.
8. Explain under the Bonded Labour System (Abolition) Act, 1976 a) Object and application of the Act, and b) Constitution and functions of vigilance committee.
9. Write notes on **any four** of the following :
  - a) 'Annual leave with wages' under the Factories Act, 1948.
  - b) Functions of committees under the Mines Act, 1952.
  - c) Offences and procedure for trial under the Bonded Labour System (Abolition) Act, 1976.
  - d) Application of the Bombay Shops and Establishments Act, 1948.
  - e) Definition of factory under the Factories Act, 1948.