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

Time : 3 Hours

Max. Marks : 100

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

1. “The keystone of the Factories Act is safety first and safety last”. Comment.
2. Critically examine the duties and functions of the Labour Welfare Officer.
3. State and explain the provisions relating to ‘Hours and Limitation of Employment’ under the Mines Act, 1952.
4. Examine the provisions of the Plantations Labour Act, 1951 with regard to Health and Welfare.
5. Define the term ‘Establishment’ and discuss the provisions relating to ‘Registration of Establishments’ under the Bombay Shops and Establishments Act, 1948.
6. a) Explain the main provisions of the Dock Workers (Safety, Health and Welfare) Act, 1986.
b) Examine the scheme for ensuring regular employment of workers under the Dock Workers (Regulation of Employment) Act, 1948.
7. “All unpaid accumulations are abandoned property”. Comment with reference to the Bombay Labour Welfare Fund Act, 1953.
8. Examine the provisions relating to ‘Licensing of Contractors’ under the Contract Labour (Regulation and Abolition) Act, 1970.
9. Discuss the following :
 - a) General restrictions on undertaking prospecting and mining operations.
 - b) Payment of gratuity under the Working Journalists and Other Newspaper Employees and Miscellaneous Provisions Act.



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

Time : 3 Hours

Max. Marks : 100

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

1. State the factors playing important part in maintaining Industrial relations. Are there any factors at the same time disturbing such Industrial relations ? Discuss in details with illustrations.
2. Explain in details with reference to Industrial Disputes Act, 1947 the machinery and procedure for the investigation and settlement of Industrial Disputes.
3. "Strike is the weapon used in the legal demands of the worker, since the era of Industrial revolution." Comment upon the statement. Discuss the provisions prohibiting Strikes under the Industrial Disputes Act, 1947.
4. Define "Retrenchment". Discuss also in details the condition precedent to such retrenchment as per the provisions under the I.D. Act, 1947.
5. Discuss in details the objectives of the B.I.R. Act, 1946. Also state in details the various authorities and their role under the Act.
6. Elaborate the importance and need of "Arbitration Proceedings". Discuss in brief the process of Arbitration under the B.I.R. Act, 1946.
7. Give in your own view the need of the "Standing Orders" as specified under the Industrial Employment (Standing Orders) Act, 1946. Also state the procedure of certification of such standing orders under the Act.
8. Write notes on the following :
 - a) Define 'Closure' and discuss the procedure for closing down an undertaking under the I.D. Act, 1947.
 - b) Procedure for change under the 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. Elaborate the scope and the significance of workers organization in the present era of rapid industrialization.
2. Discuss the following :
 - a) Purpose, role and functions of Trade Unions.
 - b) Contribution of Trade Unions by participation and in economic development.
3. "Multiplicity of Unions and political interference in their functioning affects the welfare efforts of the Unions the cause of labour". Comment.
4. Discuss the need of "Collective Bargaining". State also what efforts are required for the successful and effective collective bargaining.
5. Explain the objective of the Bombay Industrial Relations Act, 1946. State also the different types of unions which can be registered under the Act.
6. "Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 is a step ahead to stop the atrocities against the labour class". Comment with supporting illustrations and decided cases under the Act.
7. Discuss the following :
 - a) Provisions for Recognition of Union for more than one undertaking as per Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
 - b) Registration of Unions, under the Trade Unions Act, 1926.
8. Write note on the following :
 - a) Problems of organizing the unorganized-unionism-rural workers.
 - b) Amalgamation of Trade Unions and provisions therefor under the T.U. Act, 1926.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2012
Paper – III : PRINCIPLES OF WAGES 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 powers of 'Commissioners' under the Workmen's Compensation Act, 1923.
3. Discuss the powers and jurisdiction of the 'Authority' under the Payment of Wages Act, 1936.
4. "The passing of the Minimum Wages Act, 1948 is a landmark in the history of Labour Legislation in our country". Comment.
5. Examine the various benefits assured to the insured employees and their dependents under the Employees State Insurance Act, 1948.
6. Critically examine the Employees Provident Fund Schemes under the Employees Provident Funds and Miscellaneous Provisions Act, 1952.
7. a) Explain the provisions relating to Right to Payment of Maternity Benefit under the Maternity Benefit Act, 1961.
b) Discuss the main provisions of the Equal Remuneration Act, 1976.
8. Define the term 'Employee' and explain the provisions relating to 'Payment of Gratuity' under the Payment of Gratuity Act, 1972.
9. Explain the following with reference to the Payment of Bonus Act, 1965.
 - a) Rule of set on and set off of allocable surplus.
 - b) Eligibility for Bonus and disqualification for Bonus.



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

Time : 3 Hours

Max. Marks : 100

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

1. Highlight various methods used in selecting a sample from the population. Point out their merits and demerits.
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. What do you mean by social survey ? Examine various types of social surveys.
5. Explain the significance of a research report and narrate the various steps involved in writing such a report.
6. State and explain types of Interview method.
7. Discuss observation as a tool of data collection along with its types, advantages and disadvantages.
8. Write a critical note on analysis and processing of data.
9. Write short note on **any two** of the following :
 - a) Concept of mean, median and mode.
 - b) Use of graphic in Labour research.
 - c) Essentials of a good schedule.
 - d) Characteristic of scientific method.



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

Time : 3 Hours

Max. Marks : 100

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

1. Examine the various welfare activities that are provided to employees in organisations and evaluate their effect on the employees' morale and productivity.
2. What are the factors that have contributed to the importance and wider adoption of training and Development programmes in industry in recent years ?
3. "A performance Appraisal is a process of evaluating an employee's in performance on the job in terms of its requirements". Examine the above statement and discuss the modern methods of performance appraisal.
4. Critically examine the steps involved in a scientific selection process.
5. What are the main causes of indiscipline in Indian industries ? Suggest measures by which indiscipline can be controlled / checked.
6. Examine the following managerial functions :
 - a) Decision making
 - b) Organising
 - c) Co-ordinating and control.

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7. Explain the difference between Salary and Wage. Examine the objectives of Salary and Wage Administration. Examine the guidelines that are to be followed while fixing wages and salaries of employees.
8. Examine the Personnel Management practices that are followed in pharmaceutical industries.
9. Write notes on **any two** of the following :
 - a) Causes of grievances and a Model Grievance Procedure.
 - b) Importance of communication in industry.
 - c) 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.



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

Time : 3 Hours

Max. Marks : 100

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

1. 'Industrial Sociology is concerned with industry as a social system which affects the structure, functions and changes in the system'. Comment and discuss the importance of the study of Industrial Sociology.
2. What is meant by 'Industrialisation' and 'Urbanisation' ? Examine the modern trends and effect of Industrialisation and Urbanisation on the family and caste system in India.
3. Define 'Communication' and explain the importance of Communication in Industry. What are the various modes of employer-employee communication in Industry ?
4. Explain what is meant by 'Formal' and 'Informal Groups' ? Examine the role of the Formal and Informal Groups have to play in Industrial Organisations.
5. Examine the various "Psychological Tests" that are used for selecting employees in Industry. What is the objects of these tests ?
6. What is meant by 'Morale' ? Critically examine the various factors that determine industrial morale.
7. Explain the concept of conflict and examine the Socio-psychological causes of industrial conflicts in an industrial organisation.
8. Explain the meaning of Fatigue and Boredom. Explain the difference between the two. Examine how fatigue is to be measured ?
9. Write notes on **any two** of the following :
 - a) Attitude and job satisfaction.
 - b) Modern methods of Performance Appraisals.
 - c) Causes and remedies of industrial accidents.



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

Time : 3 Hours

Max. Marks : 100

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

1. Explain the concept of 'Labour Market' and discuss the characteristics of the Labour Market.
2. Critically examine the problems of Agricultural Labour in India.
3. Explain the concept of 'Fair Wage' and distinguish between minimum wage, fair wage and living wage.
4. State and explain the various causes of Absenteeism and Labour Turn-over in Indian Industries.
5. Explain the various types of unemployment. What are your suggestions for solution of this problem ?
6. 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.
7. Critically examine the recent labour policy of Government of India.
8. Discuss the following :
 - a) Various types of Dearness Allowance.
 - b) Monetary and non-monetary Incentives.
9. Write short notes on the following :
 - a) Problems of Child Labour.
 - b) Nature of Payment of Bonus.