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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2013  
Paper – I : LAW RELATING TO LABOUR MANAGEMENT RELATIONS – I**

Time : 3 Hours

Max. Marks : 100

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

1. Evaluate the scheme of worker's participation in management in India.
2. Define the term 'strike' and discuss the provisions relating to strikes and lock-outs under the Industrial Disputes Act, 1947.
3. Define the term 'Industry' and describe the attributes of industry under the Industrial Disputes Act, 1947.
4. Examine the provisions of The Industrial Disputes Act, 1947 with regard to 'Lay-Off' and 'Retrenchment'.
5. State and explain the various 'Authorities' for the settlement of disputes under the Bombay Industrial Relations Act, 1946.
6. Distinguish between the Bombay Industrial Relations Act, 1946 and Industrial Disputes Act, 1947.
7. "Certified Standing Orders constitute statutory conditions of employment".  
Comment.
8. Explain the following :
  - a) Notice of change under I.D. Act, 1947 and B.I.R. Act, 1946.
  - b) Definition of Workman under the I.D. Act, 1947.
9. Write a note on 'Disciplinary Action', in the industrial organisation.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2013**  
**Paper – II : LAW RELATING TO LABOUR MANAGEMENT**  
**RELATIONS – II**

Time : 3 Hours

Max. Marks :100

**N.B. :** a) Answer **any five (5)** questions.

b) **All** questions carry **equal** marks.

1. Trace the history and development of Trade Union Movement in India.
2. Define Collective Bargaining. State the characteristics of Collective Bargaining.
3. Define the term 'Trade Union' and examine the provisions relating to Mode of Registration of Trade Unions under the Trade Unions Act, 1926.
4. Critically examine the Rights and Liabilities of Registered Trade Unions under the Trade Unions Act, 1926.
5. State and explain types of Unions under the Bombay Industrial Relations Act, 1946.
6. Examine the 'Powers and Functions' of Registrar under the Bombay Industrial Relations Act, 1946.
7. Discuss the provisions relating to 'Recognition of Unions' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
8. Enumerate the various Unfair Labour Practices on the part of Employers and Trade Unions under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
9. Write short notes :
  - a) Problems of Trade Unions in India.
  - b) Social Responsibility of Trade Unions.



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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2013  
Paper – IV : RESEARCH METHODOLOGY AND CASE STUDIES IN  
INDUSTRIAL RELATIONS**

Time : 3 Hours

Max. Marks : 100

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

2) Question no. **9** carries **20** marks. Question no. **1** to **8** carries **16** marks **each**.

1. Define Hypothesis. Discuss the significance of hypothesis in Legal Research. Also examine the sources of hypothesis.
2. What is a research design ? Discuss major steps in the preparation of Research design.
3. Discuss Social Survey. Examine various types of Social surveys.
4. State and explain various types of sampling methods.
5. Describe briefly the merits and demerits of Questionnaire as a method of data collection.
6. Discuss critically significance and contents of Research Report.
7. Write a critical note on Case Study Method.
8. Write a note on measurement and scaling.
9. Write short note on **any two** of the following :
  - a) Use of graphs in Labour research
  - b) Characteristics of good classification of data
  - c) Structured and Unstructured Interview
  - d) Characteristics of scientific method.



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2013  
Paper – VI : PERSONNEL MANAGEMENT AND CASE STUDIES IN  
PERSONNEL MANAGEMENT (New)**

Time : 3 Hours

Max. Marks : 100

**Instructions :** 1) Answer **any five** questions.

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

1. Define Human Resource Management and discuss the nature, scope and objectives of Human Resource Management. **20**
2. What are the factors that have contributed to the importance and wider adoption of Training and Development Programmes in Industry in recent years ? **20**
3. "Performance Appraisals help to identify the strengths and weakness in employees". Examine this statement and explain how the modern methods of performance appraisals have helped industries to build and develop an efficient and effective workforce. **20**
4. Critically examine the causes of indiscipline in industry. Suggest measures to check and curb indiscipline activities in industry. **20**
5. "Communication plays an important role in maintaining harmonious and cordial industrial relations in industry". Comment. **20**
6. Critically examine the Managerial and Operative functions of a Personnel Manager. **20**
7. Examine the Personnel Management Practices followed in the Engineering Industry. **20**

P.T.O.



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

- a) Causes of grievances and a Model Grievance Procedure.
- b) Factors influencing salary and wage administration.
- c) Functions of Labour Welfare Boards.
- d) In a company employing 300 employees there is recession on account of competition in the market. The company wants to reduce 50 employees so that it can bounce back in the emerging markets. You are employed as a Personnel Manager of this company. The Managing Director of this company wants you to find out ways and means to remove these 50 excess employees.

**Question :**

Suggest the various steps that you will take to reduce the excess manpower.

**20**

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**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2013  
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 various theories of wages and its applicability in today's context.
2. 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.
3. Define the term 'Wages' and state the provisions of the Maternity Benefit Act, 1961 regarding 'Right to payment of maternity benefit and forfeiture of maternity benefit.'
4. Examine the provisions relating to appointment, powers, duties and functions of 'Commissioner' under the Workmen's Compensation Act, 1923.
5. "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorized deductions." Comment.
6. What is the scope and object of the Payment of Bonus Act, 1965 ? Who are exempted from the application of the Payment of Bonus Act, 1965 ?
7. 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.
8. Define 'Basic Wages' and state the provisions relating to contributions and mode of recovery of moneys due from the employer under the Employees Provident Funds and (Miscellaneous Provisions) Act, 1952.
9. Write short notes (**any two**) :
  - a) Procedure for fixing minimum wages under Minimum Wages Act, 1948.
  - b) Bar of suits and contracting out under Minimum Wages Act, 1948.
  - c) The object, application and non-application of the Equal Remuneration Act, 1976.



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2013  
Paper – V : LAW RELATING TO LABOUR WELFARE**

Time : 3 Hours

Max. Marks : 100

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

1. State and explain statutory and non-statutory welfare facilities provided by organizations to its employees.
2. Define the term 'Factory'. Discuss the provisions relating to 'working hours of adults' under the Factories Act, 1948.
3. State and explain the provisions relating to 'Health and Safety' under the Mines Act, 1952.
4. Define the term 'plantation' and explain the provisions of the Plantations Labour Act, 1951 with regard to welfare.
5. Define the term 'shop' and discuss the provisions relating to registration of establishments under the Bombay Shops and Establishments Act, 1948.
6. a) Explain the concept of 'Dock worker' and examine the scheme for ensuring regular employment of workers under Dock workers (Regulation of Employment) Act, 1948.  
b) State the provisions relating to licensing of contractors under the Contract Labour (Regulation and Abolition) Act, 1970.
7. a) Discuss the procedure for obtaining prospecting licenses and lease under The Mines and Minerals (Regulation and Development) Act, 1957.  
b) State unpaid accumulations under the Bombay Labour Welfare Fund Act, 1953.
8. Define the term 'newspaper employee' and explain the procedure for fixing and revising rates of wages for working journalist under the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.
9. Write short notes on **any two** of the following :
  - a) Salient features of the Dock workers (Safety, Health and Welfare) Act, 1986.
  - b) Annual leave with wages under the Factories Act, 1948.
  - c) Powers of Chief Inspector of Mines under the Mines Act, 1952.



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2013  
Paper – VII : INDUSTRIAL SOCIOLOGY AND PSYCHOLOGY**

Time : 3 Hours

Max. Marks : 100

**Instructions :** 1) Answer **any five** questions.  
2) Figures to the **right** indicate **full** marks.

1. 'Industrial Sociology is concerned with industry as a social system which affects the structure, the functions and changes in the system'. Comment and discuss the importance of the study of Industrial Sociology. **20**
2. Critically examine the role, functions and duties of an 'Executive' in the modern Indian organization. **20**
3. Explain the concept of conflict and examine the socio-psychological causes of industrial conflicts in an industrial organisation. **20**
4. Define Industrial Psychology and explain the nature, scope and application of industrial psychology in modern industry. **20**
5. What is meant by 'Morale' ? Explain the various factors which determine industrial morale. **20**
6. Write notes on the following : **20**
  - a) Importance of leadership in industry
  - b) Types of incentives.
7. 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. **20**
8. Write notes on the following (**any two**) : **20**
  - a) Impact of industrialization on the joint family system and caste system in India.
  - b) Causes and remedies of industrial accidents.
  - c) Fatigue and boredom.
  - d) Job satisfaction.





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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2013  
Paper – VIII : LABOUR ECONOMICS AND INDIAN LABOUR PROBLEMS**

Time : 3 Hours

Max. Marks : 100

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

1. Define Labour Economics and discuss the nature and importance of Labour Economics.
2. Critically examine the problems of child and women labour in India and suggest measures to solve them.
3. Discuss the following :
  - a) Role and function of Employment Exchange in India.
  - b) Wage differentials.
4. Critically evaluate the 'Marginal Productivity Theory' of wage determination.
5. Distinguish between Minimum wage, Fair wage and Living wage.
6. Examine the role of 'Monetary and Non-Monetary Incentives' in promoting labour efficiency.
7. Critically examine the concept of payment of 'Bonus' with reference to 'Bonus linked with production or productivity.
8. Examine the recent labour policy of the Government of India.
9. Write short notes on the following :
  - a) Problems 'Absenteeism and Labour Turn-over'.
  - b) Impact of Rationalization and Automation on employment of labour.