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Master of Labour Laws and Labour Welfare (Part – I) Examination, 2011
Paper – IV : RESEARCH METHODOLOGY AND CASE STUDIES IN
INDUSTRIAL RELATIONS

Time : 3 Hours

Max. Marks : 100

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

1. Define 'Scientific Method and discuss the characteristics of the Scientific Method.
2. Explain the concept of 'Random Sampling and discuss the various methods of drawing a random sample.
3. Define Hypothesis. What are the sources of formulation of Hypothesis ? Point out the significance of Hypothesis in Legal Research.
4. Define content Analysis and explain utility and method of analysing contents in communication.
5. What are the requisites of successful Interview ? Briefly discuss process for conducting Interview.
6. Explain the following :
 - a) Kinds of scales
 - b) Characteristics of a good classification of Data.
7. Discuss the following :
 - a) Types of Research Design
 - b) Merits of Experimental Method.

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8. What is Research Report ? Explain the purpose and contents of Research Report.
 9. Write short notes on **two** of the following :
 - a) Concepts mean, median and mode.
 - b) Consumer Price Index number and use of graphs in Labour Research.
 - c) Kinds of Observation Method.
 - d) In what circumstances can workmen who had gone on strike claim wages for the period of the strike ?
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Master of Labour Laws and Labour Welfare (Part – I) Examination, 2011
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. There are two dominant aspects of industrial relations; 'Industrial conflict' is one. State the nature of industrial conflict. How does it differ from industrial dispute ?
2. When certain demands are made by workers and the employers resist, industrial disputes arise. Different methods have evolved for settling them, with State intervention and without State intervention, which includes 'collective bargaining and negotiations. Write essay on collective bargaining negotiations.
3. Define 'Public Utility Service'. State the provisions relating to Reference of certain individual disputes to grievance settlement authorities under Industrial Disputes Act 1947.
4. Distinguish between 'Strike' and 'stoppage of work' under Bombay Industrial Relations Act 1946. Enumerate provisions relating to Authorities to be constituted or appointed under Act.
5. Define 'close'. State the procedure for closing down undertaking under Industrial Disputes Act 1947.
6. Definition of 'Model Standing Order' who can submit model standing order ? State the provisions relating to 'certification of amendments' and Appeals under Industrial Employment (Standing Orders) Act 1946.
7. Define 'Retrenchment'. Write the procedure for retrenchment and reemployment of retrenched workmen under Industrial Disputes Act 1947.
8. Write notes on the following :
 - a) Sec. 2A of Industrial Disputes Act 1947.
 - b) State the provisions relating to 'Settlement of Standing Order' and 'Alteration in Standing Order.'



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Master of Labour Laws and Labour Welfare (Part – I) Examination, 2011
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. State the contributory importance of the Trade Union Movements with special reference to India.
2. Discuss the following :
 - a) Workers education a step ahead for welfare and increasing productivity.
 - b) Provisions to be contained in the rules of Trade Unions.
3. Elucidate the important role of collective bargaining in strengthening the Labour and Management relations. Are there any demerits of collective bargaining ?
4. State the procedure of change of name and amalgamation of Trade Unions. What are the effects of such change and amalgamation ?
5. Explain the object of Bombay Industrial Relations Act, 1946. State the importance of Approved Union Under the Act and responsibilities of such Union.
6. Define 'Unfair labour practices' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971. Comment on the duties and powers assigned to the authorities in resolving disputes under the Act.
7. Discuss the following :
 - a) Contribution of General and Political fund by the Trade Union.
 - b) Rights and Liabilities of Registered Trade Unions.
8. Write notes on the following (**any two**) :
 - a) Problems of Trade Union in India
 - b) Mode of Registration of Trade Unions under the Trade Unions Act, 1926.
 - c) Recognition of Unions under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.



**Master of Labour Laws and Labour Welfare (Part – I) Examination, 2011
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. Explain the concept of 'Fair Wage'. Distinguish between minimum wage, fair wage and living wage.
2. Examine the powers and duties of 'Commissioner' under the Workmen's Compensation Act, 1923.
3. "The wages of an employed person shall be paid to him without deduction of any kind except those authorised by or under the payment of Wages Act, 1936". Comment.
4. "Bonus is a dynamic concept". Comment.
5. Discuss the following with reference to the Payment of Bonus Act, 1965 :
 - a) Time limit for the payment of Bonus and minimum and maximum payment of Bonus
 - b) Eligibility and disqualification for Bonus.
6. Examine the salient features of the Minimum Wages Act, 1948.
7. Define 'Continuous service'. Discuss the provisions relating to payment of gratuity and determination of amount of gratuity under the Payment of Gratuity Act, 1972.
8. Define the term 'Employee' and state the various benefits available to an insured person under the Employees State Insurance Act, 1948.
9. Explain **any two** of the following :
 - a) Employee's Pension Scheme
 - b) Right to payment of maternity benefit under the Maternity Benefit Act, 1961
 - c) Main provisions of the Equal Remuneration Act, 1976.



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Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
LAW RELATING TO LABOUR WELFARE

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 fixation and revision of rates of wages of Working Journalists under the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955. **16**
2. Define 'Factory' under the Factories Act, 1948 and examine the provisions relating to 'Health and Welfare' under the Act. **16**
3. With reference to the Contract Labour (Regulation and Abolition) Act, 1970 explain the following :
 - a) Registration of Establishments and Licensing of Contractors.
 - b) Powers of Appropriate Government to prohibit the employment of contract labour. **16**
4. Define the term 'Mine' and explain the provisions relating to leave with wages under the Mines Act, 1952. **16**
5. Explain the procedure for obtaining prospecting licenses and 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**
6. Define the term 'Commercial Establishment' under the Bombay Shops and Establishments Act, 1948 and explain the procedure relating to registration of establishments under the Act. **16**

P.T.O.



7. Discuss the provisions relating to ‘Annual Leave with Wages’ under the Factories Act, 1948. **16**
8. Define ‘Plantation’ under the Plantation Labour Act, 1951 and examine the provisions relating to welfare under the Act. **16**
9. Write notes on **any two** of the following : **20**
- A) Welfare activities carried out under the Bombay Labour Welfare Fund Act, 1953.
 - B) Main provisions of the Dock-workers (Safety, Health and Welfare) Act, 1986.
 - C) Scheme for ensuring regular employment of workers under the Dock-workers (Regulation of Employment) Act, 1948.



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
PERSONNEL MANAGEMENT AND CASE STUDIES IN PERSONNEL
MANAGEMENT**

Time: 3 Hours

Max. Marks : 100

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

2) Figures to the right indicate full marks.

1. “The objective of selection is to select the right man for the right job”. Examine this statement and explain the various steps involved in a scientific selection process. 16
2. Define Human Resource Management. Examine the role, responsibilities and duties of the Human Resource Manager. 16
3. Explain with examples the difference between Line and Staff functions. Examine in detail the merits and demerits of Line and Staff Organisation. 16
4. “Training is the corner stone of sound management for it makes employees more effective and productive”. Comment on the need for training and development of employees to keep pace with the constant changing needs of the Industry. 16
5. Examine the Personnel Management practices followed in Engineering Industries in India. 16
6. Distinguish between ‘Promotion’ and ‘Transfer’ and examine the various types of promotions and transfers. Explain the merits and demerits of promoting employees from within the organization or infusing fresh blood from outside the organisation. 16
7. What is the objective of ‘Performance Appraisal’ ? Explain the advantages the modern methods of appraisals enjoy over the traditional methods. Which modern method of appraisal would you make use of in appraising the employees and why ? 16

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8. Examine the importance of discipline in Industry. What are the precautions you need to take while enforcing discipline in Industry ?

16

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

a) Model grievance procedure.

b) Sources of recruitment.

c) Importance of communication.

d) A food processing factory was setup in Bombay at Dadar some 25 years ago. As the factory grew it shifted to a new location at Kandewali. The employees has to travel along distance to reach the factory. Negotiations were held between the union and the management on the compensation to the employees for commuting to and fro to the new location. The management offered Rs. 100/- per month as compensation whereas the union was demanding Rs. 200/- per month. The management was not prepared to pay anything more than Rs. 100/-. The union was flexible and wanted to negotiate on the issue, but the management was reluctant. The union therefore instructed the workmen not to cooperate with the management. The management started taking action on the union leaders for instigating the workers for resorting to non corporation and slow down in work. Two of the union leaders were suspended. The workers therefore resorted to a tool down strike demanding revoking of the suspension order against the two union leaders.

If you are the consultant of the factory what advise would you give to the management to resolve the issue amicably.

20



Master of Labour Laws and Labour Welfare (Part – II)
Examination, 2011
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 discuss the significance of Industrial Sociology in Modern Society. 16
2. Define ‘Communication’ and explain the various mode of employee employer communication in Industry. 16
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. Explain the concept of conflict and examine the Socio-psychological causes of industrial conflicts. 16
5. “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
6. ‘Training plays an important role in increasing performance, productivity and profitability of the company’. Elucidate. 16
7. What is ‘Performance Appraisal’ ? Discuss the modern methods of Performance Appraisal. 16
8. Explain the concept of Job-Evaluation and discuss the advantages and limitations of Job-Evaluation. 16
9. Write notes on **any two** of the following :
 - a) Impact of Industrialisation on family and caste.
 - b) Psychological Test used in selection process.
 - c) Importance of Industrial morale.
 - d) Types of incentives. 20



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
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 examine the characteristics of the Labour Market.
2. “Wage policy should be an integral part of planning for economic development”. Comment with reference to essentials of a National Wage Policy.
3. “Incentive schemes are widely regarded as beneficial both to the employers as well as the workers”. Comment.
4. Critically examine the problems of Agricultural Labour in India.
5. Critically examine the impact of rationalisation and automation on employment of labour in the context of Indian conditions.
6. Examine the problems of child and women labour in India and suggest the measures to solve the problems in the light of recommendations of the Second National Commission on Labour.
7. Examine the nature of the payment of Bonus with reference to bonus linked with production or productivity.
8. State and explain the various theories of wages.
9. Write short notes on **any two** of the following :
 - a) Functions and role of Wage Boards in setting wage differentials in India.
 - b) Problems of absenteeism and Labour turn-over.
 - c) Types of unemployment.