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Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
Paper – VI : 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 'Labour Welfare' and examine its nature, scope and development in Indian context. **16**
2. Examine special provisions relating to 'women workers and children' working in the night shifts. **16**
3. Examine the provisions relating to 'Health and Safety' under the Mines Act, 1952. **16**
4. "Welfare is a unique feature of the Plantation Labour Act, 1951" – Elucidate. **16**
5. Examine the main features of the Dock Workers (Safety, Health and Welfare) Act, 1986. **16**
6. Explain the provisions relating to registration of Establishments and Licensing of Contractors under the Contract Labour (Regulation and Abolition) Act, 1970. **16**
7. With reference to the Bombay Shops and Establishments Act, 1948 explain the following :
 - a) Definition of 'Commercial Establishment'.
 - b) Opening hours and closing hours of Shops and Commercial Establishments.
 - c) Registration of Establishment. **16**

P.T.O.



8. Explain the following :

- a) Welfare activities that are carried out by the Maharashtra Labour Welfare Board under the Bombay Labour Welfare Fund Act, 1953 8
- b) Fixation or revision of rates of wages under the Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955. 8

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

- a) Unpaid Accumulations under the Bombay Labour Welfare Fund Act, 1953.
- b) Prospecting licenses and Mining leases under the Mines and Minerals (Regulation and Development) Act, 1957.
- c) Notice of termination under the Bombay Shops and Establishment Act, 1948.
- d) Main provisions of the Dock-Workers (Regulations of Employment) Act, 1948. 20



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**Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
Paper – IX : 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. Define 'Labour Economics' and explain the nature and scope of Labour Economics.
2. Critically examine the problems of child and women labour in India and suggest measures to solve these problems.
3. Examine the importance of the study of labour problems under the present economic and social conditions of our country.
4. Enumerate the various type of fringe benefits and their effect on labour efficiency.
5. Critically examine the recent labour policy of the Government of India.
6. "Bonus is a dynamic concept". Comment.
7. Explain the following :
 - a) Functions of Employment Exchange in India.
 - b) Problems of Agricultural Labour.
8. Write short notes on **any two** of the following :
 - a) Types of unemployment
 - b) Features of India as a mixed Economy
 - c) Object and importance of Rationalisation
 - d) Various types of Dearness Allowance
9. State and explain the various theories of wages.



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Diploma in Labour Laws and Labour Welfare Examination, 2011
Paper – IV : LEGISLATION AFFECTING CONDITIONS OF WORK

Time : 3 Hours

Max. Marks : 100

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

1. State and explain the provisions relating to ‘Health and Welfare of the Workers’ under the Factories Act, 1948.
2. Define ‘Commercial establishment and state the opening and closing hours of shops and commercial establishments’ under the Bombay Shops and Establishments Act, 1948.
3. Explain the main provisions of the Motor Transport Workers Act, 1961.
4. Examine the provisions relating to Registration of Establishments and Licensing of Contractors under the Contract Labour (Regulation and Abolition) Act, 1970.
5. Discuss the provisions of the Child Labour (Prohibition and Regulation) Act, 1986 regarding ‘Regulation of Conditions of Work of Children’.
6. Explain the following with reference to the Bonded Labour System (Abolition) 1976 :
 - a) Constitution of Vigilance Committees
 - b) Punishment for enforcement of Bonded Labour.
7. Examine the provisions relating to ‘Safety’ under the Factories Act, 1948.
8. Write short notes on the following :
 - a) Provisions relating to Health and Safety under the Mines Act, 1952.
 - b) Provisions relating to Leave with Wages under the Mines Act, 1952.



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Diploma in Labour Laws and Labour Welfare Examination, 2011
LAW RELATING TO LABOUR - MANAGEMENT RELATIONS
(Paper – I) (New Course)

Time: 3 Hours

Max. Marks: 100

*Instructions : 1) Question No. 8 is **compulsory**. Out of the remaining attempt any five questions.*

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

1. Examine the procedure laid down under the Trade Unions Act, 1926 for registration of Unions. **16**
2. Examine the characteristic features of the representative, qualified and primary union under the Bombay Industrial Relations Act, 1946. **16**
3. Examine the procedure laid down under the Industrial Employment (Standing Orders) Act, 1946 for certification and modification of standing orders. **16**
4. Define 'Retrenchment' under the Industrial Disputes Act, 1947 with the help of decided cases and examine the conditions precedent for valid retrenchment. **16**
5. Enumerate any five unfair labour practices on the part of Employers and Unions under the Maharashtra Recognition of Trade Unions and Unfair Labour Practices Act, 1971 and explain the procedure for filing complaints under the Act. **16**
6. Explain the procedure laid down under the Maharashtra Recognition of Trade Unions and prevention of Unfair Labour Practices Act, 1971 for recognition of unions. **16**

P.T.O.



7. Examine the powers and duties of conciliation officer under the Industrial Disputes Act, 1947. 16
8. Write notes on **any two** of the following : 20
- a) Definition of ‘Workman’ under the Industrial Disputes Act, 1947.
 - b) Legal aid to Approved Unions under the B.I.R. Act, 1946.
 - c) Political fund under the Trade Unions Act, 1926.
 - d) Rights and obligations of unions under MRTU and PULP Act, 1971.



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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. “Industrial relations are composite result of the attitudes and approaches of employer and employee towards each other with regard to planning, supervision, direction and co-ordination of activities of organisation with minimum of human effort and frictions...” Dale Yoder. State the meaning and characteristics of Indian Industrial System.
2. Workers participation in management decision making is highly complex concept. State the objectives of participation. Compare it with workers participation in U.K.
3. Write notes on the following :
 - a) Definition of ‘Industrial Dispute’.
 - b) State the authorities under Industrial Disputes Act 1947.
4. State and explain Provisions relating to ‘Registration of Unions’ under Bombay Industrial Relations Act 1946.
5. Define ‘Employer’. State the provisions relating to application of model standing order in every industrial establishment and date of operation of standing order. Under Industrial Employment (standing orders) Act 1946.
6. Define ‘Strike’. Explain the prohibition of strikes and lock out. When strikes and lock-outs are illegal under Industrial Disputes Act 1947.
7. Define Retrenchment. State conditions precedent to retrenchment of workmen under Industrial Disputes Act, 1947.

P.T.O.



8. Write notes on the following :

- a) State the provisions relating to illegal strikes and lock outs under Bombay in Industrial Relations Act 1946.
- b) Definition of 'Retrenchment' under I.D. Act 1947.



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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. “Responsibilities of the Workers Organisation has been increased in the modern Industrialisation era”. Comment.
2. Discuss the following :
 - a) Role of Trade Unions in Social Justice.
 - b) Contribution of Trade Unions in workers education and increasing productivity.
3. Explain in details the role of “Collective Bargaining” for resolving Industrial disputes.
4. Discuss the mode of registration of Trade Union under the Trade Unions Act 1926. Does such registration provides any advantages to the Trade Union ?
5. State the object of the Bombay Industrial Relations Act, 1946. Give in details the provisions regarding registration of the Union under the Act and under what circumstances such registration will be cancelled ?

P.T.O.



6. “Unfair Labour practice is a disease and Maharashtra Recognition of Trade Unions and prevention of Unfair Labour Practices Act, 1971 has provided a cure to eradicate it.” Comment with reference to various Unfair Labour Practices on the part of Employers, under the Act.
7. Discuss the following :
 - a) Power of Industrial Courts under Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.
 - b) Approved Union under the Bombay Industrial Relations Act, 1946.
- 8) Write note on the following :
 - a) Problems of Trade Unions in India.
 - b) Objects on which general funds may be spent by Trade Union.



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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. Critically examine the various theories of wages.
2. “Bonus is a dynamic concept”. Comment.
3. “The employer is liable to pay compensation under the Workmen’s Compensation Act, 1923, if personal injury caused to a workman by accident arising out of and in the course of employment”. Comment.
4. “The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorised deductions.” Comment.
5. Define the term ‘Scheduled employment’ and examine the provisions relating to fixing and revising the minimum rates of wages in respect of any scheduled employment under the Minimum Wages Act, 1948.
6. Examine the conditions of eligibility of an insured person for obtaining various benefits under the Employees’ State Insurance Act, 1948.
7. Critically examine the ‘Employees’ Provident Scheme’ under the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.
8. a) State the salient features of the Maternity of Benefit Act, 1961.
b) Explain the duty of employer to pay equal remuneration to men and women workers for same work or work of a similar nature under the Equal Remuneration Act, 1976.
9. Explain **any two** of the following :
 - a) Eligibility and disqualification for bonus.
 - b) Eligibility for payment of gratuity under the Payment of Gratuity Act, 1972.
 - c) Payment of minimum and maximum bonus under the Payment of Bonus Act, 1965.



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Diploma in Labour Laws and Labour Welfare Examination, 2011
Paper – II : SOCIAL SECURITY LEGISLATION

Time : 3 Hours

Max. Marks : 100

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

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

1. What are the circumstances in which an Employer is and is not liable to pay compensation under the Workmen's Compensation Act, 1923 ?
2. Examine the provisions relating to 'Adjudication of disputes and claims under the Employee's State Insurance Act, 1948.
3. Discuss the 'Employees' Provident Fund Scheme' under the Employee's Provident Funds and Miscellaneous Provisions Act, 1952.
4. Examine the main provisions of the Bombay Labour Welfare Fund Act, 1953.
5. State the provisions of the Maternity Benefit Act, 1961 regarding 'Right to payment of maternity benefit and forfeiture of maternity benefit.'
6. Define the term an 'Employee' and state the provisions relating to payment of gratuity under the Payment of Gratuity Act, 1972.
7. Explain the following :
 - a) Types of disablement under the Workmen's Compensation.
 - b) Powers Employees' P.F. Appellate Tribunal.
8. Write short notes on the following :
 - a) Contracting and contracting out under the Workmen's Compensation Act, 1923.
 - b) Purposes for which the Employees' State Insurance Funds may expended.



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Master of Labour Laws and Labour Welfare (Part – II)
Examination, 2011

**Paper – VII : 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. “The role of the Personnel Manager is to provide and maintain a contented and satisfied work force”. Examine this statement and explain the Managerial and Operative functions of the Personnel Manager. **16**
2. 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**
3. “Training plays an important role in increasing performance, Productivity and Profitability of the Organisation” Elucidate. **16**
4. “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**
5. Define ‘Grievance’ and examine the causes of grievances. Suggest a Model Grievance Procedure for a company employing 500 employees. **16**
6. Examine the causes of indiscipline in Industry. Suggest measures to check and curb indiscipline activities in Industry. **16**
7. Explain the difference between Salary and Wage. Examine the objectives of Salary and Wage Administration. What are the guidelines that should be followed while fixing wages or salaries of employees ? **16**
8. “Communication plays an important role in maintaining harmonious and cordial industrial relations”. Comment. **16**

P.T.O.



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

- a) Functions of Wage Boards.
- b) Difference between promotion and transfer.
- c) Payments by results.
- d) Rajaram is working in a multinational company employing 1400 workmen. The wages in this company is paid on the 10th of each month. The unpaid wages are paid on the 13th of the month. In the month of January 2011, Rajaram was on leave from 8th till the 12th of the month. He resumed duties on the 13th of the month and went to the cash counter to collect his unpaid wage. The cashier asked for his token number and started searching for his unpaid wage pay packet. When he was unable to find his wage packet he asked for his identity card. Rajaram told him that his identity card had been lost about which he had already intimated to the Personnel Manager. The cashier told Rajaram that his wages had already been collected by someone else. He showed him the counterfoil containing the signature of the person who had collected wages on behalf of Rajaram. Rajaram told the cashier that he had not given authority to any one to collect his wages. On seeing the counterfoil, Rajaram told the cashier that it did not contain his signature and that his signature was forged. He demanded his wages. The cashier expressed his inability to pay him the wages. Therefore, Rajaram met his Union leader and explained him his case and both of them went to the Personnel Manager with the grievance of Rajaram.

You are the Personnel Manager of this company. Explain how will you handle the grievance of Rajaram ? What short term and long term measures will you adopt in this case to solve Rajaram's grievance and ensure that such incidents do not occur in future ?

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Master of Labour Laws and Labour Welfare (Part – II) Examination, 2011
Paper – VIII : 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. “Industrial Sociology is concerned with Industry as a social system which affects the structure, function and changes in the system” Comment. **16**
2. Explain the following :
 - a) Impact of industrialisation on the family and cast system in India.
 - b) Caused of industrial conflict. **16**
3. Explain the concept of “Industrial Bureaucracy” discuss the characteristics of industrial bureaucracy. **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. Critically examine the various psychological test for selecting the right person for the right job. **16**
7. What is job satisfaction ? Describe the various factors involved in job satisfaction. **16**
8. Discuss
 - a) Psychological development for high moral.
 - b) Types of Incentives. **16**
9. Write notes on **any two** of the following :
 - a) Fatigue and Goredom.
 - b) Causes and remedies of industrial accidents
 - c) Advantages and limitation of job evaluation
 - d) Modern methods of performance Appraisal. **20**



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Diploma in Labour Laws and Labour Welfare Examination, 2011
(Paper – III) : PRINCIPLES OF WAGE FIXATION AND THE LAW OF WAGES

Time: 3 Hours

Max. Marks: 100

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

1. “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”. Explain.
2. Discuss ‘The jurisdiction and Powers of Authority’ under the Minimum Wages Act, 1948.
3. Explain fully the object and scope of the Minimum Wages Act, 1948.
4. Explain the provision relating to time limit for payment of bonus and payment of bonus linked with production or productivity under the Payment of Bonus Act, 1965.
5. “Bonus is a dynamic concept”. Comment.
6. State the salient features of the Equal Remuneration Act, 1976.
7. Discuss following with reference to Payment of Wages Act, 1936 :
 - a) Unpaid group and procedure in respect of claims from unpaid group.
 - b) Powers of Inspectors.
8. Explain the sums deductible from gross profits and payment of minimum and maximum bonus with reference to the Payment of Bonus Act, 1965.
9. Write short notes on **any two** :
 - a) Definition of salary or wage under the Payment of Bonus Act, 1965.
 - b) Contracting out.
 - c) ‘Employer’ and ‘Employee’ under the M.W. Act, 1948.
 - d) Non-application of the Payment of Bonus Act, 1965.



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) Attempt **any five** questions.*

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

1. Define Hypothesis and discuss the main characteristics of Hypothesis.
2. What is a Research Design ? Enumerate and explain the major steps in the preparation of a Research Design.
3. What is Social Survey ? Examine various types of Social Surveys.
4. State and explain various types of sampling methods.
5. Examine the utility and limitation of a case study method in Labour Research.
6. Discuss the following :
 - a) Essentials of a good schedule
 - b) Content analysis.
7. “The purpose of observation is to discover casual relation between various facts”. Critically discuss this statement in the light of the utility of this tool in data collection.
8. Describe briefly the merits and demerits of questionnaire method.
9. Examine the significance and contents of a Research Report.