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SEAT No. :

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P-7888

[6118]-2011

F.Y. M.B.A.

**HRSC-HRM-02 : EMPLOYEE RELATIONS AND
LABOUR LEGISLATION - II
(Revised 2019 Pattern) (Semester - II) (206)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All Questions carry equal marks.
- 2) Attempt all the questions.
- 3) Figures to the right indicate full marks.

Q1) Attempt any five :

[10]

- a) What are the factors that influence employee relations?
- b) What are the key elements of Dunlop's approach to employee relations?
- c) Define grievance.
- d) State the provisions regarding workers who work fewer hours than the normal working day
- e) Name two types of trade unions based on their structure.
- f) Enlist two important provisions of the Contract Labour (Regulation and Abolition) Act, 1970.
- g) Name two Acts that govern Working Environment?
- h) Who fixes the hours for a normal working day? State the section and Act which specifies it.

Q2) Answer any two of the following :

[10]

- a) Define Industrial Dispute Act 1947. Discuss about the Works Committee
- b) Describe the scope of Maharashtra Shops & Establishment (Regulation of Employment and Conditions of Service) Act, 2017. Outline the steps involved in the registration of new establishments.
- c) Explain the role and functions of advisory boards and committees established under the Minimum Wages Act, 1948.

P.T.O.

Q3) a) XYZ Manufacturing Company is facing a labour dispute between its workers and management concerning the closure of one of its divisions. The workers claim that the closure is illegal and have demanded compensation and reinstatement. On the other hand, the company argues that the closure was necessary due to financial difficulties. Evaluate the following aspects related to the Industrial Disputes Act, 1947, regarding strikes in this scenario. [10]

- i) Analyze the legal provisions and conditions outlined in the Industrial Disputes Act, 1947, that govern strikes initiated by the workers of XYZ Manufacturing Company.
- ii) Determine whether the workers are obligated to provide any prior notice before initiating a strike and under what circumstances the strike could potentially be deemed illegal.

OR

- b)** Collective bargaining focuses on the interactions between labor unions representing employees and employers (or their representatives). Enumerate the definition, Nature and Various forms of collective bargaining as well as the prerequisites for achieving successful collective bargaining. [10]

Q4) a) Explain the process of formation and registration of "Trade Unions" by highlighting the requirements and benefits of registration. Outline the rights granted to recognized trade unions under the Trade Union Act, 1926? [10]

OR

- b)** Discuss the establishment and functions of advisory boards and committees under the Minimum Wages Act, 1948 by emphasizing their role to provide advice to the government regarding minimum wages. Highlight their crucial role in facilitating a participatory approach to decision-making in matters related to minimum wages. [10]

Q5) a) Veena, is serving as a marketing manager at a mid-sized company, she was diagnosed that she is pregnant and is thrilled about the upcoming addition to her family. However, she is uncertain about her entitlements and rights under the Maternity Benefit Act. Explain the key provisions of the Maternity Benefit Act that Veena can benefit from. [10]

OR

- b)** In what ways does the Factories Act, 1948 ensure a healthy working environment in factories through its health and welfare provisions? Explain in detail the precautionary measures that an Industrial Relations (IR) manager should take in accordance with the Act's provisions to safeguard the well-being of workers. [10]



Total No. of Questions : 5]

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[5860]-216

F.Y. M.B.A.

**SC-HRM-02 : EMPLOYEE RELATIONS AND LABOUR
LEGISLATIONS****(2019 Pattern) (Semester - II) (206 HR)***Time : 2½ Hours]**[Max. Marks : 50**Instructions to the candidates:*

- 1) *All the questions carry equal marks.*
- 2) *Attempt all the questions.*
- 3) *Use flowchart wherever necessary.*

Q1) Solve any five of the following :**[10]**

- a) List any one Act that govern Employee Relations and define Employee Relations?
- b) Explain any four features of Collective Bargaining.
- c) What is the meaning of Grievance?
- d) Describe the Opening and Closing hours under Maharashtra shops and Establishment (Regulation of Employment and conditions of Service) Act, 2017?
- e) Define the term Aggrieved Women as per the provision of The Sexual Harassment of Woman at work place (Prevention, Prohibition and Redressal) Act, 2013.
- f) Enlist different forms of Workers Participation in India.
- g) Mention two legislations governing Union and Wages.
- h) List the name of approaches to Employee relations.

Q2) Solve any two of the following :**[10]**

- a) Explain in detail "The Dunlop's Approach".
- b) Comment on the Provision-Annual Leave with wages under The Factories Act, 1948.
- c) Summarize about the provisions of Licensing of Contractors under The Contract Labour (Regulation and Abolition) Act, 1970.

P.T.O.

Q3) a) "India has been one of the founder members of the ILO and has been taking advice part in its deliberations". Explain the statement with impact of Indian Labour Organization. [10]

OR

b) "Capital and labour should be supplement and help each other; they should be great family living in Unity and harmony"-Relate this statement to Workers Participation in Management.

Q4) a) Who is authorized to fix minimum wages and in what manner and explain the procedure for fixing and revising Minimum wages under the Minimum Wages Act, 1948? [10]

OR

b) Explain in detail regarding Rights of Recognized union and Illegal Strike and Illegal Lockout under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act 1971.

Q5) a) Explain the provisions related to Strike and Lockouts , Layoff, Retrenchment and Closure under the Industrial Dispute Act, 1947. [10]

OR

b) Can a Women claim the maternity benefit from her employer if she works elsewhere during the period for which she has been permitted to make herself absent ? Justify the statement with the provisions of Maternity Benefit Act, 1961.



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[6025]-211

F.Y. M.B.A.

**206 - HR - SC-HRM-02 : EMPLOYEE RELATIONS AND
LABOUR LEGISLATION - II
(2019 Revised Pattern) (Semester - II)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Attempt all the questions.*
- 2) All Questions carry equal marks.*
- 3) Figures to the right indicate full marks.*

Q1) Attempt any five:

[10]

- a) Define employee relations.
- b) Enlist three different forms of Workers Participation in India.
- c) What is ILO? Where is the headquarter of ILO?
- d) State two types of trade unions recognized under the Act?
- e) Enlist all the factors considered while fixing or revising minimum wages?
- f) Name two legislation governing Unions and Wages?
- g) Enumerate two authorities established for settlement of Industrial Dispute.
- h) Highlight any two features of Collective Bargaining.

Q2) Answer any two of the following:

[10]

- a) Compare and Contrast the Dunlop's and The Social Action Approach.
- b) Discuss the role played by the International Labour Organization (ILO).
- c) Discuss the rights conferred upon recognized trade unions under the relevant labor legislation.

Q3) a) Describe the provisions regarding the various settlement machinery outlined in the Industrial Disputes Act, 1947, which aims to facilitate the investigation and resolution of industrial disputes. [10]

OR

b) Explain in detail about Advisory Boards and Registration of establishment as per the provisions related to The Contract Labour (Regulation and Abolition) Act, 1970? [10]

Q4) a) Define Factory. Analyze the importance of the provision pertaining to working hours, annual leave with wages, rest intervals, and spread-over under the Factories Act, 1948, in ensuring just and satisfactory working conditions for employees in factories. [10]

OR

b) Discuss the provisions related to fixing hours for a normal working day and the payment of wages for workers who work for less than the normal working day. Also, elaborate on the obligations of employers in maintaining registers and records under the Minimum Wages Act 1948. [10]

Q5) a) Explain the inquiry process under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including the employer's duties and the constitution of the Internal Complaint Committee. Describe how ABC Corporation can ensure a fair and unbiased investigation in their inquiry. [10]

OR

b) Evaluate the powers and duties of inspectors appointed under the Maternity Benefit Act - 1961 and propose appropriate actions for carrying out their responsibilities effectively in a specific workplace setting. [10]



16/05/2024

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PB4435

[6201]-211

First Year M.B.A.

206(HR)-SC-HRM-02 : EMPLOYEE RELATIONS & LABOUR
LEGISLATION - II

(Revised 2019 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicates full marks.

Q1) Answer any 5 out of 8.

[5×2=10]

- a) Define Trade Union as per Trade Union Act, 1926.
- b) Define Lay off as per Industrial disputes Act, 1947.
- c) Define sexual harassment as per the sexual harassment of women at workplace Act, 2013.
- d) What do you mean Gandhian approach to employee relations.
- e) What do you mean by grievance management at workplace.
- f) Define factory as per factories Act, 1948.
- g) What are the opening & closing hours of a commercial establishment.
- h) What do you mean by retrenchment.

Q2) Answer any 2 out of 3.

[2×5=10]

- a) Importance of workers participation in management.
- b) Distinguish between Strike & Lock-Out.
- c) Rights of Recognised Trade Union.

Q3) a) What is the role of the ILO in setting International Labour standards & how do these standards impact business operating across borders?[10]

OR

- b) Explain the authorities under the Industrial Disputes Act, 1947.

P.T.O.

Q4) a) Explain the provisions related to registration of Trade Unions as per Trade Union Act, 1926. **[10]**

OR

b) Explain the provisions of working hours of adults as per the factories Act, 1948.

Q5) a) How does worker's participation in mgt. Contribute to fostering a culture of transparency, accountability & employee engagement within the organisation. **[10]**

OR

b) Explain the provisions of constitution of Internal complaints committee & Local complaints committee as per the Sexual Harassment of women at workplace Act, 2013.

