

Institute of Distance & Open Learning
MMS Programme: Semester – III (2021-22)
Human Resources Specialization

Labour Laws and Its Implication on Industrial Relations - 60 Marks

Instructions

1. Q1 (20 marks) is compulsory
2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
4. Figures to the right indicate full marks
5. Draw neat diagrams wherever necessary

Q1) Is Compulsory (20 Marks)

Q No 1A: Match the Column: (5 Marks)

Group A	Group B
Section of Employee Provident Fund and other Misc Act.	Provisions under the Act.
Section 2A	establishment to include all departments and branches under this scheme.
Section 3	Power to apply Act to an establishment which has a common provident fund with another establishment.
Section 4	Contribution and matters which may be provided for in Schemes.
Section 6	Mode of recovery of money due from employers
Section 8	empowers the Central Government to add any industry in Schedule I.

Q. 1B Chose the Correct option and write full sentence (5 Marks)

1. Choose the correct date and year on which payment of wages act was passed?

- a. 23rd April, 1936
- b. 28th March, 1937
- c. 25th April, 1937
- d. 27th April, 1936

2. Which of these deductions under section 7 of payment of wages act is not authorized?

- a. Deduction for Fines
- b. Deduction for payment of Income tax
- c. Deduction for Payment of insurance
- d. Deduction for payment of uniform and property

3. Which section of the Payment of wages act covers deduction for damage or loss?

- a. Section 10
- b. Section 9
- c. Section 12
- d. Section 7

4. Which are the correct methods of ADR?

- a. Legislation, Arbitration and Negotiation
- b. Negotiation, Legislation and Mediation
- c. Arbitration, Negotiation, Conciliation and Mediation
- d. Legislation and Mediation

5. Which of the following matters are not referred to arbitration?

- a. Civil matters.
- b. Matrimonial matters.
- c. Banking matters.
- d. Property matters.

Q No 1C: Study the facts of the case given below and answer the questions: (10 Marks)

One person was working for cleaning and sweeping the floors of temple. He was appointed by the trust of the temple

- Can the person claim as 'workman' under the Industrial Dispute Act, 1947?
- Is the temple 'industry' under the Industrial Dispute Act, 1947?

Q 2 Answer the following questions (Any Two) (10 Marks)

- a. Discuss the important provisions of the MRTU and PULP Act. (5 Marks)
- b. State the Welfare provisions relating to workers under the Factories Act 1948 (5 Marks)
- c. Explain the scope and applicability of the Bombay Shops and Establishment Act 1948. (5 Marks)

Q3 Answer the following questions (Any Two) (10 Marks)

- a. Explain the important features of payment of wages act (5 Marks)
- b. Discuss the important provisions under the Minimum Wages Act (5 Marks)
- c. Write a Short Notes:- (5 Marks)
 - i. Wages in Kind [Section 11]
 - ii. Minimum Rate of Wages [Section 4]

Q4 Answer the following questions (Any Two) (10 Marks)

- a. Explain the Objectives and Importance of Maternity Benefit Act , 1961 (5 Marks)
- b. Explain the important provisions of The Apprentices Act 1961. (5 Marks)
- c. Discuss the various provisions under the Payment of Bonus Act 1965. (5 Marks)

Q5 Answer the following questions (Any Two) (10 Marks)

- a. What do you mean by ADR? Discuss the salient features of alternate dispute resolution. (5 Marks)
- b. Explain the types of alternate dispute resolution in detail (5 Marks)
- c. Write a detailed note on 'Mediation' (5 Marks)

Q6 Answer the following questions (Any Two) (10 Marks)

- a. What is Industrial Relations? Explain the importance of industrial relations in maintaining peace and harmony.? (5 Marks)
- b. What do you mean by collective bargaining? Explain the important features of collective bargaining.? (5 Marks)
- c. What are the various laws relating to Industrial Relations? Discuss each. (5 Marks)

Q7 Answer the following questions (Any Two) (10 Marks)

- a. What are the important provisions of the Employees Provident Fund and Miscellaneous Provisions Act, 1952. (5 Marks)
- b. Explain the concept of provident fund. How are the contributions drawn from the employer and employee? (5 Marks)
- c. Write a Short Note :- (5 Marks)
 - i. Penalties U/S 9 of Payment of Gratuity Act.
 - ii. Constitution of Corporation under Employee State Insurance Act 1948

Note:

A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.