

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
Strike	Conciliation officer
Lockout	Rule of Trade Union
Section 5	Woks Committee
Section 6	Weapon of employer used against employees
Authority under Industrial Dispute Act	Dramatic manifestations of the employee unrest

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

1. Which act in Industrial Relations defines the term trade union?

- a. Industrial Trade Resolution, 1962
- b. Industrial Policy, 1991
- c. The trade union and labour relations (consolidation) Act, 1992
- d. The industrial Employment Act, 1946

2. On which date was the bonus act implemented by the government?

- a. 2nd September, 1980
- b. 2nd September, 1965
- c. 1st September, 1965
- d. 3rd September, 1965

3. As per the act what is the minimum number of days an employee must have worked in an establishment to be eligible for bonus?

- a. 240 working days
- b. 30 working days
- c. 120 working days
- d. 365 working days

4. _____ deals with the working hours of restaurants in eating houses.

- a. Section 19
- b. Section 22
- c. Section 23
- d. Section 24

5. How many paid leaves are entitled to employees as per the Shops and Establishment Act?

- a) 7 days
- b) 10 days
- c) 14 days
- d) 21 days

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

An investigating officer was refused entry into the premises of the workplace at which the investigation officer was entitled to enter by Mr. X

Can Mr. X be punished under the MRTU & PULP Act, 1971?

If so, what is a punishment that can be given to Mr. X. Support your answer with relevant provisions?

Q2 Answer the following questions (Any Two) (10 Marks)

- What is an Industrial Dispute? Explain the salient features of the Industrial Dispute Act. (5 Marks)
- State the safety provision under the Factories Act 1948 relating to workers. (5 Marks)
- Write a detailed note on "Welfare Officer" under Factories Act, 1948 (5 Marks)

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

- Discuss the important provisions under the Minimum Wages Act (5 Marks)
- Explain the objectives of 'The Payment of Minimum Wages Act 1948' in detail. (5 Marks)
- Write a Short Note :- (5 Marks)
 - Fixing Hours for Normal Working Days [Section 13]
 - Overtime [Section 14]

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

- Explain the features of Maternity Benefit Act, 1961 (5 Marks)
- Discuss the objectives and Scope of the Apprentices act, 1961 (5 Marks)
- Explain the scope and applicability of 'The Employment Exchange Act 1959'. (5 Marks)

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

- a. What is alternate dispute resolution? Explain the importance of ADR? (5 Marks)
- b. What is the process of collective bargaining? Highlights the important features of collective bargaining? (5 Marks)
- c. Write a detailed note on 'Negotiation' (5 Marks)

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

- a. Write a note on various laws relating to Industrial Relations. (5 Marks)
- b. Write a note on Structure of Courts and Appropriate Authorities in India (5 Marks)
- c. What are the objectives and scope of labour laws in India? (5 Marks)

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

- a. Explain the concept of provident fund. How are the contributions drawn from the employer and employee? (5 Marks)
- b. Explain provisions of the Employees' State Insurance Act. (5 Marks)
- c. Write a Short Note :- (5 Marks)
 - i. Determination of the amount of gratuity
 - ii. Inspectors [section 7A]

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.