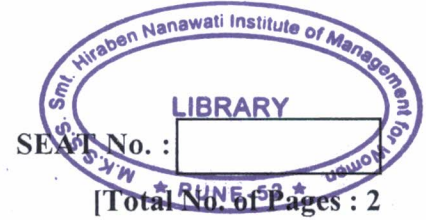


25 Feb 23

Total No. of Questions : 5]

PA-4180



[5946]-216

F.Y. M.B.A.

**206HR (SC - HRM - 02) : EMPLOYEE RELATIONS AND
LABOUR LEGISLATION**

(2019 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any **five** of the following:

[10]

- a) Define strike under Industrial Disputes Act, 1947?
- b) List the approaches of employee relations?
- 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) List any one Act that govern employee relations and define employee relations?
- g) Define the term 'Factories' under Factories Act 1948.
- h) Name three common items specified in process of collective bargaining.

Q2) Solve any **two** of the following:

[10]

- a) Explain in detail- Human Relations Approach.
- b) Comment on the Provision-Annual Leave with wages under The Factories Act, 1948.
- c) Summarize licensing of contractors under the contract labour (Regulation and Abolition) Act, 1970?

P.T.O.

Q3) a) 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 under the provisions of the Act? Justify the statement with the provisions of Maternity Benefit Act, 1961? **[10]**

OR

b) "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]**

Q4) a) Explain in detail regarding rights of recognized union and Illegal strike and Illegal lock out under the Maharashtra recognition of trade union and prevention of Unfair Labour Practices Act 1971? **[10]**

OR

b) Schematically explain the model grievance procedure. Do you think it is of any value in the era of computers and intranet? Suggest an alternative grievance procedure for a modern business organization. **[10]**

Q5) a) You are appointed as 'HR manager/legal compliance' of a leading MNC. What are the care you will take while framing policies related to health and Welfare provisions of the Factories Act 1948. **[10]**

OR

b) If you are IR manager, how will you tackle the conflict pertaining to Leave travel allowance through collective bargaining, justify your answer with meaning, scope, and nature of collective bargaining. **[10]**



19 Aug 22

Total No. of Questions : 5]

SEAT No. :

P7271

[Total No. of Pages : 2

[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 active 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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