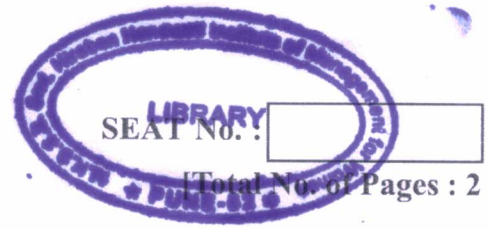


Total No. of Questions : 5]

PD2698



[6430]-31

First Year M.B.A.

**206(HR)SC-HRM-2:EMPLOYEE RELATIONS &
LABOUR LEGISLATION-II
(2019 Revised Pattern) (Semester - II)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Assume suitable data if necessary.*
- 3) *Figures to the right indicate full marks.*

Q1) Answer any 5 out of 8

[5×2=10]

- a) What do you mean by spread over.
- b) Define employer as per the sexual Harassment of women at workplace Act, 2013.
- c) Define worker as per factories Act 1948.
- d) Wages for overtime as per Maharashtra shops & Establishment Act 2017.
- e) What do you mean by ILO.
- f) Define Collective Bargaining.
- g) State two importance of Employee Relations.
- h) What do you mean by unfair labour Practice.

Q2) Answer any 2 out of 3.

[2×5=10]

- a) Social Action Approach to Employee Relations.
- b) Grievance Procedure.
- c) Types of Trade Unions.

P.T.O.

Q3) a) Explain the role of ILO & its influence on Legislation in India. [10]

OR

b) Explain the health provisions as per factories Act 1948.

Q4) a) How have changes in global economic trends, such as rise of service industries & automation, affected the relevance & effectiveness of trade unions. [10]

OR

b) Explain the provisions related to Illegal strikes as per MRTU & PULP Act 1971.

Q5) a) Explain the provisions related to licensing of contractors as per the contract labour (Regulation & Abolition) Act 1970. [10]

OR

b) How does the Industrial Disputes Act define & classify Industrial disputes, & what are the Procedures for resolving them through conciliation, arbitration or adjudication?

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