

Total No. of Questions : 5]

SEAT No. :

P7271

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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 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.

