

Total No. of Questions : 5]

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SEAT No. :

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[6025] 211

F.Y.M.B.A.

**206 - HR - SC-HRM-02 : EMPLOYEE RELATIONS AND
LABOUR LEGISLATION - II
(2019 Revised Pattern) (Semester - II)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Attempt all the questions.*
- 2) *All Questions carry equal marks.*
- 3) *Figures to the right indicate full marks.*

Q1) Attempt any five:

[10]

- a) Define employee relations.
- b) Enlist three different forms of Workers Participation in India.
- c) What is ILO? Where is the headquarter of ILO?
- d) State two types of trade unions recognized under the Act?
- e) Enlist all the factors considered while fixing or revising minimum wages?
- f) Name two legislation governing Unions and Wages?
- g) Enumerate two authorities established for settlement of Industrial Dispute.
- h) Highlight any two features of Collective Bargaining.

Q2) Answer any two of the following:

[10]

- a) Compare and Contrast the Dunlop's and The Social Action Approach.
- b) Discuss the role played by the International Labour Organization (ILO).
- c) Discuss the rights conferred upon recognized trade unions under the relevant labor legislation.

P.T.O.

Q3) a) Describe the provisions regarding the various settlement machinery outlined in the Industrial Disputes Act, 1947, which aims to facilitate the investigation and resolution of industrial disputes. [10]

OR

b) Explain in detail about Advisory Boards and Registration of establishment as per the provisions related to The Contract Labour (Regulation and Abolition) Act, 1970? [10]

Q4) a) Define Factory. Analyze the importance of the provision pertaining to working hours, annual leave with wages, rest intervals, and spread-over under the Factories Act, 1948, in ensuring just and satisfactory working conditions for employees in factories. [10]

OR

b) Discuss the provisions related to fixing hours for a normal working day and the payment of wages for workers who work for less than the normal working day. Also, elaborate on the obligations of employers in maintaining registers and records under the Minimum Wages Act 1948. [10]

Q5) a) Explain the inquiry process under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including the employer's duties and the constitution of the Internal Complaint Committee. Describe how ABC Corporation can ensure a fair and unbiased investigation in their inquiry. [10]

OR

b) Evaluate the powers and duties of inspectors appointed under the Maternity Benefit Act - 1961 and propose appropriate actions for carrying out their responsibilities effectively in a specific workplace setting. [10]

