## VPM's Dr. VN BRIMS, Thane

# Programme: MMS(2016 -2018) (HR) Third Semester Examination – October 2017

Subject		Labour Laws and Implications on Industrial Relations	
Roll No.		Marks	60
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	30.10.201
			7

Note: Answer to Question 1 is compulsory.

Answer any FOUR from the remaining SIX Questions.

- 1. Compulsory Question: Answer all **THREE** a), b) and c) parts 10+5+5 marks
  - a) Workers at ZenMotocorp at Gurugram plant have rejected management's offer of wage hike of Rs 7,500/ month and are agitating for a higher wage hike of Rs 15,000/ month. The workmen numbering 1400 have threatened to slow down the work, if their demand is not met. This threat if carried out will hit production by about 30 %.
    - What are the options available to management to resolve the matter amicably? Please discuss.
  - b) Mr Anil Chavan resigned from his job in a telecom company after putting in a total service of 10 years and 7 months. At the time of his resignation, his monthly salary was Rs 31,000/-. How much Gratuity would be payable to him by the telecom company?
  - c) Mr Ramesh Pawar who is 30 years old is employed in manufacturing unit of Datar Steel Industries on a monthly wage of Rs15,500/-. He met with an accident while working. What would be the amount of compensation payable to him in case of:
    - i. Permanent total disablement
    - ii. Death

(Note: The relevant factor for the age of 30 years is 207.98)

#### 2. Answer any TWO from a), b) or c) -

2x5 marks

- a) What is the importance of maintaining good industrial relations?
- b) Define 'Industrial Dispute' and name dispute settlement Authorities under the Industrial Disputes Act 1947.
- c) What are the measures for preserving health of workers under the Factories Act 1948?

## 3. Answer any TWO from a), b) or c) -

2x5 marks

- a) What is Collective Bargaining and what is the subject matter of Collective Bargaining negotiations?
- b) What are Standing Orders and what are the matters to be covered in framing Standing Orders?
- c) What Pension Benefits are available to employees under Pension Scheme 1995 framed under the Employees Provident Fund and Miscellaneous Provisions Act 1952 and what is the contribution made under the Scheme?

#### 4. Answer any TWO from a), b) or c) -

2x5 marks

- a) Howare employee grievanceshandled and what are the features of an effective Grievance Handling System?
- b) What benefits are available to employees in case of Sickness and Extended Sickness under ESI Act 1948?
- c) What is the Object of Minimum Wages Act 1948?

## 5. Answer any TWO from a), b) or c) -

2x5 marks

- a) What are the basic principles on which labour laws in India are based?
- b) In what circumstances the employer is not liable to pay compensation under the Employees Compensation Act 1923?
- c) What are the provisions of working hours for theatre workers under the Bombay Shops and Establishments Act 1948?

### 6. Answer any TWO from a), b) or c) -

2x5 marks

- a) What is the importance of Workers participation in Management and name the Forums through which it is achieved?
- b) What deductions are permissible from Wages under the Payment of Wages Act 1936?
- c) What are the obligations of the employer under the Payment of Gratuity Act 1972?

## 7. Write short note on any TWO from a), b) or c) -

2x5 marks

- a) Retrenchment under the Industrial Disputes Act 1947.
- b) Payment of Bonus
- c) Arbitration and Adjudication