

VPM's
Dr. VN BRIMS, Thane
Programme: MMS (2017 – 2019) (HR)
Third Semester Examination – October 2018

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	29.10.2018

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) The workers of Zanzibar Steel at its plant in Maharashtra have gone on a strike over disputes against disciplinary action by management against some workers, low productivity issues and wage revision. What steps can be taken by the management to resolve the matter and commence the work at the plant? Please discuss.
- b) Mr Rakesh Sethi who is 45 years old is employed in a factory on a monthly wage of Rs 25,500/-. He meets with an accident at work. 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 45 years is 169.44)

- c) Mr Sujeet Ram resigned from his job in a Power company after putting in a total service of 10 years and 7 months. At the time of his resignation, his monthly salary was Rs 35,000/-. How much Gratuity would be payable to him by the Power company?

2. Answer any TWO from a), b) or c) –

2x5 marks

- a) Discuss the Systems Approach to Industrial Relations.
- b) What do you understand by 'Factory' and 'Occupier' under the provisions of the Factories Act 1948.
- c) What deductions are permissible from Wages under the Payment of Wages Act 1936?

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

2x5 marks

- a) What do you understand by 'Industrial Dispute' and discuss the causes of Industrial Conflicts.
- b) What are the steps to be followed while taking disciplinary action against an employee who has committed misconduct?
- c) Discuss the provisions of the MRTU (PULP) Act 1971 regarding recognition of trade unions.

4. **Answer any TWO from a), b) or c) -** 2x5 marks
- a) Explain the concept of Collective Bargaining and what are the conditions required for collective bargaining to be successful?
 - b) What do you understand by the term 'Strike' and explain the provisions for strike in public utility services under the Industrial Disputes Act 1947.
 - c) What 'Withdrawals' are permitted from the Employees Provident Fund under the Employees Provident Fund and Miscellaneous Provisions Act 1952?
5. **Answer any TWO from a), b) or c) -** 2x5 marks
- a) Discuss about Workers Participation in Management and list the Forums through which it is achieved?
 - b) What benefits are payable to women employees under the Maternity Benefits Act 1961?
 - c) What is the legal status of a Registered Trade Union?
6. **Answer any TWO from a), b) or c) -** 2x5 marks
- a) Explain the history of evolution of labour laws in India.
 - b) What is the object of the ESI Act 1948 and what is the contribution to be made by employer and employee?
 - c) When is Gratuity payable and when it can be forfeited under the Payment of Gratuity Act 1972?
7. **Answer any TWO from a), b) or c) -** 2x5 marks
- a) What do you understand by Arbitration and Adjudication
 - b) Discuss the Payment of Bonus and its justification
 - c) Discuss the main provisions of the Bombay Shops and Establishment Act 1948