

OCT/NOV-2022

Total No. of Questions : 5]

SEAT No. :

PA-4180

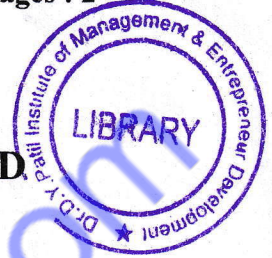
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F.Y. M.B.A.

206HR (SC - HRM - 02) : EMPLOYEE RELATIONS AND
LABOUR LEGISLATION

(2019 Pattern) (Semester - II)



Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All the questions carry equal marks.
- 2) Attempt all the questions.
- 3) Use flow chart wherever necessary.

Q1) Solve any five of the following:

[10]

- a) Define strike under Industrial Disputes Act, 1947?
- b) List the approaches of employee relations?
- 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) List any one Act that govern employee relations and define employee relations?
- g) Define the term 'Factories' under Factories Act 1948.
- h) Name three common items specified in process of collective bargaining.

Q2) Solve any two of the following:

[10]

- a) Explain in detail- Human Relations Approach.
- b) Comment on the Provision-Annual Leave with wages under The Factories Act, 1948.
- c) Summarize licensing of contractors under the contract labour (Regulation and Abolition) Act, 1970?

P.T.O.

Q3) a) 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 under the provisions of the Act? Justify the statement with the provisions of Maternity Benefit Act, 1961? [10]

OR

b) "India has been one of the founder members of the ILO and has been taking advice part in its deliberations". Explain the statement with impact of Indian Labour Organization. [10]

Q4) a) Explain in detail regarding rights of recognized union and Illegal strike and Illegal lock out under the Maharashtra recognition of trade union and prevention of Unfair Labour Practices Act 1971? [10]

OR

b) Schematically explain the model grievance procedure. Do you think it is of any value in the era of computers and intranet? Suggest an alternative grievance procedure for a modern business organization. [10]

Q5) a) You are appointed as 'HR manager legal compliance' of a leading MNC. What are the care you will take while framing policies related to health and Welfare provisions of the Factories Act 1948. [10]

OR

b) If you are IR manager, how will you tackle the conflict pertaining to Leave travel allowance through collective bargaining, justify your answer with meaning, scope, and nature of collective bargaining. [10]

