

Total No. of Questions : 5]

SEAT No. :

P-7888

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[6118]-2011

F.Y. M.B.A.

**HRSC-HRM-02 : EMPLOYEE RELATIONS AND  
LABOUR LEGISLATION - II**

**(Revised 2019 Pattern) (Semester - II) (206)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1) Attempt any five :**

**[10]**

- a) What are the factors that influence employee relations?
- b) What are the key elements of Dunlop's approach to employee relations?
- c) Define grievance.
- d) State the provisions regarding workers who work fewer hours than the normal working day
- e) Name two types of trade unions based on their structure.
- f) Enlist two important provisions of the Contract Labour (Regulation and Abolition) Act, 1970.
- g) Name two Acts that govern Working Environment?
- h) Who fixes the hours for a normal working day? State the section and Act which specifies it.

**Q2) Answer any two of the following :**

**[10]**

- a) Define Industrial Dispute Act 1947. Discuss about the Works Committee
- b) Describe the scope of Maharashtra Shops & Establishment (Regulation of Employment and Conditions of Service) Act, 2017. Outline the steps involved in the registration of new establishments.
- c) Explain the role and functions of advisory boards and committees established under the Minimum Wages Act, 1948.

**P.T.O.**

**Q3) a)** XYZ Manufacturing Company is facing a labour dispute between its workers and management concerning the closure of one of its divisions. The workers claim that the closure is illegal and have demanded compensation and reinstatement. On the other hand, the company argues that the closure was necessary due to financial difficulties. Evaluate the following aspects related to the Industrial Disputes Act, 1947, regarding strikes in this scenario. [10]

- i) Analyze the legal provisions and conditions outlined in the Industrial Disputes Act, 1947, that govern strikes initiated by the workers of XYZ Manufacturing Company.
- ii) Determine whether the workers are obligated to provide any prior notice before initiating a strike and under what circumstances the strike could potentially be deemed illegal.

OR

b) Collective bargaining focuses on the interactions between labor unions representing employees and employers (or their representatives). Enumerate the definition, Nature and Various forms of collective bargaining as well as the prerequisites for achieving successful collective bargaining. [10]

**Q4) a)** Explain the process of formation and registration of “Trade Unions” by highlighting the requirements and benefits of registration. Outline the rights granted to recognized trade unions under the Trade Union Act, 1926? [10]

OR

b) Discuss the establishment and functions of advisory boards and committees under the Minimum Wages Act, 1948 by emphasizing their role to provide advice to the government regarding minimum wages. Highlight their crucial role in facilitating a participatory approach to decision-making in matters related to minimum wages. [10]

**Q5) a)** Veena, is serving as a marketing manager at a mid-sized company, she was diagnosed that she is pregnant and is thrilled about the upcoming addition to her family. However, she is uncertain about her entitlements and rights under the Maternity Benefit Act. Explain the key provisions of the Maternity Benefit Act that Veena can benefit from. [10]

OR

b) In what ways does the Factories Act, 1948 ensure a healthy working environment in factories through its health and welfare provisions? Explain in detail the precautionary measures that an Industrial Relations (IR) manager should take in accordance with the Act’s provisions to safeguard the well-being of workers. [10]

