

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic Year: 2012-13

Subject: Industrial Relations & Labour Laws

Date: 9.10.2013

Semester II

Course: New

Marks: 70

Time: 11:00 a.m to 2:00 p.m

Instructions: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer Book, which is provided for their use.

NB:

1. Answer to each new question to be started on a fresh page.
2. Figure in brackets indicates full marks.

1. Attempt any 2 out of 4 (Discuss)

Marks: 10

- a) Objectives of Trade Unions
- b) Lok Adalat
- c) Quality of work life
- d) Conciliation

2. Write short notes on any 2 out of 5

Marks: 10

- a) Militant Trade Union Functions
- b) Code of Discipline
- c) AIOE
- d) Strike
- e) Provisions of Maternity Benefit Act, 1961

3. Attempt any 3 out of 5

Marks: 30

- a) What do you mean by compensation? Discuss the main provisions of Workmen's Compensation Act, 1923.
- b) What are the various types of industrial disputes?
- c) Explain the various approaches to collective bargaining.
- d) Distinguish between arbitration and adjudication. Give reasons for the failure of arbitration in India.
- e) Discuss the applicability and provisions of the Employee Provident Fund Act, 1952.

4. Answer the following questions:

Marks: 20

- a) What do you mean by retrenchment of employees? How is it different from Lay-off?
- b) Describe the procedure of collective bargaining. What is the recent trend of collective bargaining in India?