

Xerox.

**SVKM's NMIMS UNIVERSITY**  
**School of Distance Learning**

**Employment Relations**  
**PGDHRM**

**Date: 31.5.2007**  
**Time: 3.00 pm to 6.00 pm**

**Marks: 100**

**NOTE – ANSWER ANY FIVE QUESTIONS**  
**ALL QUESTIONS CARRY EQUAL MARKS.**

1. Write short notes on any TWO of the following-
  - a. Objects of Industrial relations
  - b. Union Leadership
  - c. Employer Organizations
  - d. International labour Organisation
  - e. Arbitration.
2. State and discuss the legal provisions of the Trade Union Act, 1926 relating to Registration, Rules and Funds of Trade Union.
3. Describe the objects of the Industrial Employment (Standing Orders) Act, 1946 and the procedure for certification and amendment of Standing Orders. Are such Orders appealable?
4. Define and distinguish between-
  - a. Strike and Lock-out
  - b. Lay-off, Retrenchment and Closure
  - c. Settlement and Award.

**OR**

5. What is an 'industrial dispute'?  
State and discuss the composition and powers the various authorities constituted under the Industrial Disputes Act, 1947 to settle disputes.
6. Explain the meaning and concept of Collective Bargaining emphasizing the conditions for its success in India.
7. Give a concise pen picture of Workers Participation in Management in India.
8. Define 'Grievance'. Outline the grievance handling procedure including its advantages and disadvantages.

**9. Highlight the salient features of the Banking Regulations Act, 1949.**

**10. State the objects and principal provisions of the Foreign Exchange Management Act, 1999.**