

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

Programme : DHRM / PG<sup>D</sup><sub>X</sub>HRM

Academic year: 2011 – 2012

Semester: II

Subject: Industrial Relation and Labour Laws

Course New

Marks 70

Date: 03.01.2012

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. Figure in brackets indicates full marks.

**Q.1. Explain any 2 out of 4** (10 Marks)

- a. Discipline
- b. SCOPE
- c. QWL
- d. Strikes

**Q.2. Write Short Notes on any 2 out of 5** (10 Marks)

- a. Standing orders
- b. ILO
- c. Grievances
- d. Maternity benefit
- e. Conciliation

**Q.3. Attempt any 3 out of 5** (30 Marks)

- a. What factors influence IR in today's world?
- b. How is a dispute resolved under The Industrial Disputes Act 1947?
- c. Discuss the different approaches to collective bargaining?
- d. Describe the role of the state in IR?
- e. What are the main features of the Factories Act?

**Q.4. Answer the following Questions** (20 Marks)

- a. What is the impact of labour laws and IR on Contract labour?
- b. Describe the role of Employer's associations.