

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Semester II

Academic Year: 2012-13

Course: New

Subject: Industrial Relations & Labour Laws

Marks: 70

Date: 14.7.2012

Time: 11:00a.m to 2:00p.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) SCOPE
- b) Trade Unions in India
- c) Industrial Tribunals
- d) Unfair Labour Practices

2. Write short notes on any 2 out of 5

Marks: 10

- a) Industrial dispute
- b) Provisions of Apprentices Act
- c) Collective Bargaining vs. Negotiation Skills
- d) ILO
- e) Actors in the IR System

3. Attempt any 3 out of 5

Marks: 30

- a) Discuss the basic approaches of industrial relations.
- b) Why do employees want to become part of trade unions? What role do these unions play in employee development?
- c) Define collective bargaining. What are the causes of limited success of collective bargaining in India?
- d) What are the provisions of the Factory Act, 1948? Does this Act really help in strengthening industrial relation?
- e) Explain the process of settlement of industrial disputes under the Industrial Dispute Settlement Act, 1948.

4. Answer the following questions:

Marks: 20

- a) What are the reasons behind the formation of trade unions? Comment on the present conditions of trade unions in India.
- b) Discuss the main provisions of the Health Insurance Act for industrial workers.