

**SVKM's NMIMS**  
**NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION**

Programme: DHRM/PGDHRM

Examination: June 2015  
Subject: Industrial Relations & Labour Laws

Date: 22.06.2015

Semester: II  
Course : New  
Marks : 70  
Time: 11.00 a.m. to 2.00 p.m.

**Instructions:**

1. Answer to each new question to be started on a fresh page.
  2. Figures in bracket indicate full marks.
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**Q.1) Attempt any 2 out of 4** **(Marks: 2X5=10)**

- a) What are the pre requisites of successful Collective Bargaining?
- b) State the aim of Maternity Benefit Act, 1961
- c) State the authorised deduction from Wages under The Payment of Wages Act, 1936
- d) What are the objectives of Trade Unions under the Trade Union Act 1926?

**Q.2) Write Short Notes on any 2 out of 5** **(Marks: 2X5=10)**

- a) Causes of Industrial Disputes
- b) Objectives of Employers Association
- c) Objects of the Workmen's Compensation Act 1923 (The Workmen's Compensation (Amendment) Act 2009)
- d) Objective of the Payment of Gratuity Act, 1972.
- e) Purpose of the Payment of Bonus Act, 1965

**Q.3) Attempt any 3 out of 5** **(Marks: 3X10=30)**

- a) The Child Labour (Prohibition and Regulation) Act, 1986 aims at prohibiting the engagement of children in certain employments. Analyse the same.
- b) The authorities under the Industrial Disputes Act, 1947 ensure settlement of Industrial Disputes. Assess the role of each Authority.
- c) Analyse the provisions of the Minimum Wages Act 1948.
- d) Explore the emerging issues in Collective Bargaining.
- e) The Employees State Insurance Act, 1948 provides for health insurance for industrial workers. Explain the provisions of the Act.

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) The Factories Act, 1948 provides important provisions relating to Health, Welfare and Safety. Examine the same.
- b) The legal nature of Standing Orders under The Industrial Employment (Standing Orders) Act, 1946 has a statutory force. Analyse the same.

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