

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

Programme: DHRM/PGDHRM

Examination: December 2015  
Subject: Industrial Relations & Labour Laws

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

Date: 18.12.2015

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**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) Strikes under Industrial Disputes Act ,1947
- b) Usefulness of Trade Union to the Workmen
- c) Merits of Collective Bargaining
- d) Object of the Minimum Wages Act 1948

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

**(Marks: 2X5=10)**

- a) Gratuity under the Payment of Gratuity Act, 1972
- b) Applicability of the Employees State Insurance Act, 1948
- c) Causes of Industrial Disputes
- d) Occupational Disease under the Workman's Compensation Act (As Amended)
- e) Importance of Industrial Relations

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) Discuss the various authorities for solving dispute under Industrial Disputes Act ,1947
- b) What are the grounds for recognition and de recognition of Trade Union under MRTU & PULP Act, 1971
- c) State the objects and important provisions of the Child Labour (Prohibition and Regulation) Act, 1986
- d) The Maternity Benefit Act, 1961 provides for maternity benefits to working women in certain establishments. Discuss the relevant provisions of the Act
- e) The Object of the Contract Labour Regulation and Abolition) Act, 1970 is to prevent exploitation of contract labour and also to introduce better conditions of work. Analyse the relevant provisions of the Act.

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

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

a) The Payment of Wages Act 1936 aims to ensure regular and timely payment of wages to the employed persons. Discuss the responsibility casted on the Employer under the Act

b) Discuss the provisions of the Health, Welfare and Safety provisions enshrined under the Factories Act 1948

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