

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

Programme: DHRM/PGDHRM

Examination: December 2016
Subject: Industrial Relations & Labour Laws

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

Date: 16.12.2016

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) "The healthy industrial relation is the key to the progress and success", Write in your own words illustrating its importance.
- b) Define the term 'wages' as stated under Payment of Wages Act, 1936.
- c) As per your understanding of the subject what are the Important sources of Union-management conflict?
- d) 'Lok Adalat as a Body to Conduct Mediation' Explain.

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

(Marks: 2X5=10)

- a) Reasons for joining trade unions
- b) Council of Indian Employers
- c) Subject matter of collective bargaining
- d) Important provisions of Standing orders
- e) 'Factory' as per the Factories Act, 1948.

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) 'Industrial relation is a byproduct of industrial revolution.' Explain.
- b) What are the various approaches to collective bargaining?
- c) State the provisions of Apprentices Act, 1961.
- d) 'A strike is a spontaneous and concerted withdrawal of labour from production temporarily.' Explain the concept and types of strikes.

e) 'Workers' share ownership plan constitutes the major form of financial participation'. Explain with reference to ESOP's.

Q.4) Attempt both the questions

(Marks: 2X10=20)

a) "Industrial relations is the relationship between employees and management which stem directly or indirectly from union-employer relationship". Explain.

b) The Industrial Disputes Act, 1948 provides the mechanics of dispute-resolution and set-up the necessary structure so as to create a congenial climate. Explain.
