

Tilak Maharashtra University
Master of Business Administration (Distance)
(Semester - IV) - Internal Evaluation (HR)
Labour Laws and Industrial Relations

Marks : 80

Code : MDHR 403

Note:

- ❖ The Paper Consist of two sections I & II
- ❖ Attempt any three questions from Section I
- ❖ Section II is Compulsory

Section I

Q.1 a) Explain in detail the procedure for Registration of a Trade Union and the powers of the Registrar of Trade Union to cancel the registration of a union. **(15 Marks)**

OR

Q.1 b) Enumerate in brief the provisions relating to the General Fund and Political Funds maintained by the Trade Union. **(15 Marks)**

Q.2 a) What is meant by industrial dispute? Which are the different authorities constituted under the Industrial Disputes Act to resolve industrial disputes? **(15 Marks)**

OR

Q.2 b) Distinguish between strike, lockout, lay off and retrenchment. **(15 Marks)**

Q.3 a) Which are the authorities appointed under the M.R.T.U. & P.U.L.P. Act, 1971 and what are their duties? **(15 Marks)**

OR

Q.3 b) What are the types of benefits provided under the Employee's State Insurance Act, 1948? Give appropriate illustrations. **(15 Marks)**

Q.4 a) Write Short Notes (Any three out of five) **(15 Marks)**

1. Unfair Labour Practices.
2. Minimum And Maximum Bonus
3. Continuous service under the Payment of Gratuity Act.

4. Leave with pay and payment under the Bombay Shop And Establishments Act, 1948.
5. Certifying Surgeons under the Factories Act, 1948.

OR

Q.4 b) Who is an Occupier under the Factories Act, 1948 and what are the general duties of an occupier? **(15 Marks)**

SECTION II

Q.5 Case Study **(15 Marks)**

Mr. A in Alloyed industry was employed on daily wages in leave vacancy of another. The Alloyed industry declared lay-off for three months due to the break down of machinery. When the industry resumed it's operation of manufacturing it neither took the worker in employment nor gave him any compensation for the period of lay-off. The worker therefore moved to the Labour Court and filed a claim for compensation. But the Court rejected his claim stating that he can not be compensated as he was a temporary worker.

Answer the following questions on the basis of the above case:-

- a) Whether Mr. A deserves to be compensated or not? Give reasons.
- b) According to the provisions of Industrial Disputes Act who can be compensated for the laid-off period?
- c) What are the other remedies available to Mr. A?
- d) When a lay-off can be declared in any industry under the Industrial Disputes Act, 1947.

Q.6 Enumerate in detail the composition and functions of the Employees State Insurance Corporation. **(10 Marks)**