

## P.G.D.M.A. Examination

## Paper-II

## HRM-I

May-2017

Time : 3 Hours]

[Max. Marks : 100

## Instructions

The questions paper contains five questions and all the questions are compulsory

All the questions carry marks as mentioned against them.

Be precise and to the point in the answers. Give examples wherever possible.

## Q. 1 Write short notes on

- |           |  |    |
|-----------|--|----|
| a)        | Types of disablement under the Workmen's Compensation.   | 5  |
| b)        | Eligibility and disqualification for bonus   | 5  |
| c)        | Collective Bargaining  | 5  |
| d)        | Employment injury  | 5  |
| Q. 2. a)  | Examine the causes of indiscipline in Industry. Suggest measures to check and curb indiscipline activities in Industry.  | 10 |
| b)        | Define 'Retrenchment' under the Industrial Disputes Act, 1947 with the help of decided cases and examine the conditions precedent for valid retrenchment.  | 10 |
| <b>OR</b> |  |    |
| Q. 2. a)  | Examine the conditions of eligibility of an insured person for obtaining various benefits under the Employees' State Insurance Act, 1948.  | 10 |
| b)        | Explain the dispute resolution machinery under Industrial Disputes Act, 1947. Explain the difference between Strikes and Lockouts. Explain the provision of Strikes and Lockouts in Industrial Disputes Act, 1947. | 10 |
| Q. 3. a)  | Explain the provisions relating to registration of Establishments and Licensing of Contractors under the Contract Labour (Regulation and Abolition) Act, 1970.   | 10 |
| b)        | Define 'Strike'. Explain the prohibition of strikes and lock out. When strikes and lock-outs are illegal under Industrial Disputes Act 1947.   | 10 |
| <b>OR</b> |  |    |
| Q. 3. a)  | "The Payment of Wages Act, 1936 provides that the wages are to be paid in a particular form, at regular intervals and without any unauthorised deductions." Comment.   | 10 |
| b)        | Examine special provisions relating to 'women workers and children' working in the night shifts.   | 10 |
| Q. 4 a)   | Explain the concept of Collective Bargaining. Explain the essentials of a good collective bargaining process. Discuss the trend and practice of Collective Bargaining in India.                                    | 10 |
| b)        | Examine the procedure laid down under the Trade Unions Act, 1926 for registration of Unions.   | 10 |
| <b>OR</b> |  |    |
| Q. 4 a)   | Write a note on various funds under the Trade Unions Act, 1926.  | 10 |
| b)        | What are the circumstances in which an Employer is and is not liable to pay compensation under the Workmen's Compensation Act, 1923?   | 10 |
| Q. 5 a)   | Examine the various statutory and non-statutory welfare amenities that are provided in organisations and evaluate their effect on the morale of the employees.   | 10 |
| b)        | Define 'Grievance' and examine the causes of grievances. Suggest a Model Grievance Procedure for a company employing 1000 employees.   | 10 |