



M.H.R.M. EXAMINATION: 2011-12
THIRD SEMESTER
MH-302: LABOUR LEGISLATION

Time : Three Hours

Max Marks : 70

Note : Attempt five questions in all. Question No. 08 is compulsory. All questions carry equal marks.

- Q.1 Define labour law. What are the principles and sources of labour law?
- Q.2 Explain the term 'Factory.' Describe the provisions regarding 'Health' under the Factories Act, 1948.
- Q.3 Describe the provisions regarding hours of work for adult and young persons under the Factories Act, 1948.
- Q.4 What are the objectives of the contract labour. (regulation and abolition) Act, 1970? Discuss the obligations of an employer under the Act.
- Q.5 Mention the subject matters on which standing orders should be framed. How far can the industrial employment (standing Orders) Act, 1946 be considered an industrial relations law?
- Q.6 Explain the benefits and privileges of an employee under the Rajasthan Shops and commercial Establishment Act, 1958.
- Q.7 Describe the main provisions of the Equal Remuneration Act, 1976.
- Q.8 Write short notes on any two of the following -
- (a). Provisions regarding leave with wages under the Factories Act, 1948.
 - (b). Provisions regarding abolition of contract labour.
 - (c). The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959.
 - (d). Objectives of service rules (standing orders)



M.H.R.M. EXAMINATION – 2011-12
SEMESTER – III
MH - 303: INDUSTRIAL PSYCHOLOGY

Time: Three Hours

Max Marks: 70

Note : Attempt five questions in all. Questions No.8 is compulsory. All questions carry equal marks.

- Q.1 Discuss the nature and problems of Industrial Psychology.
- Q.2 Throw light on the social and psychological foundations of Industrial Psychology.
- Q.3 Write a note on various types of Psychological Tests.
- Q.4 Differentiate between fatigue, monotony and boredom and suggest ways to deal with the problems of boredom.
- Q.5 Discuss the various causes of industrial accidents.
- Q.6 What do you understand by time and motion studies? Have they contributed to improved methods of work and design of equipment? If yes, in what way?
- Q.7 As an industrial psychologist what suggestions you would offer to improve productivity?
- Q.8 Write an essay on Effective Management of Fatigue.



M.H.R.M. EXAMINATION – 2011-12
SEMESTER – III
MH 304: TRAINING AND DEVELOPMENT
Time: Three Hours
Max. Marks: 70

Note: Attempt five questions in all, including Question No. 8 which is compulsory, all questions carry equal marks.

- Q.1. Distinguish between Training and Development. Comment on their significant role in achieving organizational goal.
- Q.2. Define the social learning theory. Explain the principles of learning.
- Q.3. What do you understand by Training Need Assessment? Discuss the various types of methods used in Training Need Assessment.
- Q.4. Define Training Strategy. Discuss various types of Training Strategies.
- Q.5. Discuss the various methods of training in brief.
- Q.6. What is Training Evaluation? Explain the significance of training Evaluation.
- Q.7. Write short notes on any two: (7Marks each)
- (i) Training of trainers
 - (ii) Web Based Training
 - (iii) Management Development Programme

Q.8. Case:

The Punjab Bank Ltd., has been facing problems relating to deposit mobilization and loan recovery. The bank appointed a number of Commissions to go into the problems and find out the root cause for these problems. All the Commissions pointed out that the delay in decision-making and faulty decisions made by the executives at different levels are responsible for the state of affairs in the bank. Mr. Krishna Kumar the Chairman of the bank, on 3rd March, 2004, asked the Chief Personnel Manager of the bank to develop various techniques and organise the executive development programmes in order to improve the decision – making skills of the bank executives from the level of Branch Manager to the General Manager. The Chairman of the bank attended an executive development programme during July, 2004 conducted by the Administrative Staff College of India for chairmen of all the banks. He was very much impressed by two techniques in the entire programme. They are role playing and sensitivity training. He thought that he should educate his personal manager about these techniques and these techniques should be used in the proposed executive development programme of the bank. He called on the Chief Personal Manager of the bank and told him about his experiences and ideas. But the Chief



M.H.R.M. EXAMINATION – 2011-12
SEMESTER – III
MH 301: INDUSTRIAL RELATIONS
Time: Three Hours
Max. Marks: 70

Note: Attempt five questions in all, including Question No. 8 which is compulsory, all questions carry equal marks.

- Q.1. What do you mean by Industrial Relation? Enumerate the factors affecting Industrial Relation.
- Q.2. What is Industrial Dispute? How does it adversely affect the workers, the management and nation as a whole?
- Q.3. Discuss the importance of Collective Bargaining as a method of regulating relations between employers and employees. What are the pre-requisites to make it successful?
- Q.4. Write comprehensive note on “Workers Participation in Management”.
- Q.5. What is Trade Union? How can Trade Union be made effective tool of developing human relation in context of India?
- Q.6. Explain the Gandhiji’s Sarvodaya theory of trade unionism.
- Q.7. Write notes on: (7Marks each)
- (i) Multi unionism
 - (ii) Human relation approach to industrial relation

Q.8. Case:

A union category employee of Ennore Foundaries Ltd. came to the punching booth for recording his punching. There was a heap of sand kept for construction purpose. Some quantity of sand got spread near the punching machine. The employee in question while punching, fell on the sand. While falling, he had taken his hand for support. The hand of the workman was in a swollen condition. The union members stressed that the wounded employee should be treated in Bone and Joint hospital at Anna Nagar, Chennai. That treatment in the hospital was costly. The management suggested that the employee should be taken to the nominated hospital with whom the company was having tie-up by paying one-time premium. Due to the trade union pressure the welfare officer of the company admitted the employee in the Bone and Joint hospital, Anna Nagar, Chennai. X ray was taken. Doctor told union member and the colleague that the treatment was on and that it will take one or two days. The trade union member and the colleague of workman were in a going mood. Both of the trade union member and the co-employee left at 11.30 am. Human resource manager informed the welfare officer that the hospital should not keep the employee for more than necessary hours, as treatment in the hospital was

costly and not in conformity with the wage agreement and policy of the company. These were like the biblical dictums guiding every step and at the same time being of good service to the workman also, in tune with the philosophy of the company. Soon the family of the employee arrived and was satisfied and said that they will take care of them. The next step was making arrangements for discharge from the Bone and Joint hospital for commencing further treatment with the company-nominated hospital. The employee was in the company nominated hospital on the following day. But, the trade union agitated over the issue of admitting in the company nominated union.

Questions:

- (i) Whether the trade union was really interested in the employee or was looking for an opportunity to embarrass the management?
- (ii) Being a welfare officer, how the situation should be handled the incident?



Personal Manager responded negatively. Mr. Krishna Kumar tried his level best to convince the Chief Personal Manager and similarly the Chief Personal Manager also, tried to persuade him about the nature of these techniques and the nature of the proposed development programme. At last Mr. Krishna kumar vexed with the behaviour of the Chief Personal Manager and ordered him to use role playing and sensitivity training techniques.

Questions:

- (i) Do you find any justification in the argument of Mr. Krishna kumar?
- (ii) Why did Mr. Krishna kumar form such an opinion?
- (iii) What do you feel about the suitability of technique for the executive development programme in this case?



M.H.R.M. EXAMINATION – 2011-12
SEMESTER – III

MH - 305: COMPENSATION & LABOUR WELFARE

Time: Three Hours

Max Marks: 70

Note : Attempt five questions in all. Questions No.1 is compulsory. All questions carry equal marks.

- Q.1 What are the important components of compensation package in India? Discuss the objectives of different components.
- Q.2 Explain the main provisions of the Payment of Wages Act, 1936.
- Q.3 Write notes on the following: -
(a) Fixation of minimum Rates of wages in India.
(b) Calculation of Allocable Surplus under the payment of Bonus Act, 1965.
- Q.4 Explain the term Labour welfare. Discuss the types of welfare services provided to industrial workers in India.
- Q.5 Discuss the objectives, functions and role of ILO
- Q.6 Define social security. What are the objectives of social security? Make a critical appraisal of social security measures for industrial workers in India.
- Q.7 Explain the main benefits provided to an insured person under the Employees State Insurance Act, 1948
- Q.8 Write notes on any two of the following:-
(a) Safety provisions under the Factories Act, 1948.
(b) Maternity Benefit under the Act of 1961
(c) Employer's responsibility to pay compensation under the Employees Compensation Act, 1923.
