

**42011**

**M.B.A./M.B.A. (HRM) DEGREE EXAMINATION, APRIL/MAY 2020.**

**FOURTH SEMESTER**

**Paper XI — LABOUR LEGISLATIONS**

**Time : Three hours**

**Maximum : 70 marks**

**(No additional sheet will be supplied)**

**PART A — (5 × 3 = 15 marks)**

**Answer ALL the questions.**

**Each question carries 3 marks.**

**Each answer should not exceed 1 page.**

1. What are the objectives of labour legislation?
2. Define Industrial Jurisprudence.
3. A.P shops and Establishment Act 1988.
4. Growth of labour legislation in India.
5. Abolition of the Dock Workers Act, 1948.

**PART B — (5 × 8 = 40 marks)**

**Answer ALL the questions.**

**Each question carries 8 marks.**

**Each answer should not exceed 5 pages.**

6. Explain Industrial Jurisprudence in India.

**Or**

7. What are the writs and appeals under the Indian constitution?
8. Discuss the nature of Mines Act, 1952.

**Or**

9. State some of the special and general penalties for offences as provided under the Factories Act, 1948.
10. Explain the salient features of plantation Labour Act, 1951.

**Or**

11. Examine the special provisions relating to 'women workers and children' working in the night shifts.

12. Explain the Apprentices Act, 1961.

Or

13. Write a note on "The Child Labour Act 1986".

14. Explain the provisions relating to registration of establishment and licensing of contractors under the contract Labour Act, 1970.

Or

15. Write about briefly Dock Workers (Regulations and Abolition) Act, 1948.

PART C — (1 × 15 = 15 marks)

(Compulsory)

16. Case analysis.

Aircraft maintenance engineer of Indian Air Lines Corporation formed the bulk of engineers having AME license. The recent pay revision announced by Government has resulted wide disparity between wages and allowance between engineers and pilots. Engineers accordingly joined together and formed the union and got it registered. Nearly 90% of serving engineers are joined in the union.

During the recent negotiation with the management, engineers insisted to introduce a clause to make union membership mandatory to all employed engineers, which in other words called 'Union Shop'.

A section of union leaders preferred 'maintenance ship' characteristics to their union where as some others insisted an 'agency-shop' status. Opinions are also dividend whether they should get themselves affiliated to National Union. They decided to seek the opinion of a consultant.

Questions :

- (a) As a consultant, what status you recommended for the engineers union. Illustrate your answer with proper justification.
- (b) What will be your advice regarding their affiliation to the national union?