

## Important Question's

**Specialization: HRM**

**Course code:** 206

**Course name:** Employee Relations and Labour Legislations.

<b>Unit I- Introduction to ER</b>			
<b>Sr.no</b>	<b>Question Type</b>	<b>Question</b>	<b>Marks</b>
1	<b>REMEMBERING</b>	Define employee relation and characterize objectives of employee relation.	2
2		List out in detail factors affecting on employee relation.	2
3		Define importance of employee relation.	2
4		Describe role of ILO	2
5	<b>UNDERSTANDING</b>	Which participants come under employee relation?	5
6	<b>UNDERSTANDING</b>	Explain in detail importance of employee relation.	5
7	<b>UNDERSTANDING</b>	Illustrate Dunlop's employee relation approach.	5
8	<b>UNDERSTANDING</b>	Explain social employee relation approach.	5
9	<b>EXPLAIN</b>	Discuss human relation and Gandhi an approaches of employee relation.	5
10	<b>EXPLAIN</b>	Summarize labor policies of employee relation	5
11	<b>EVALUATE</b>	Categorize approaches to the Industrial relations.	10
12	<b>ANALYSE</b>	Point out role of ILO and its influence on legislation in India.	10
13	<b>EVALUATE</b>	Compare Gandhi an approach and Dunlop's approach to ER.	10
14	<b>ANALYSE</b>	Give a comprehensive note on theoretical foundation and legal framework of IR in India	10

<b>Unit II- Mechanism for harmonious to ER</b>			
1	<b>REMEMBERING</b>	Define Collective bargaining.	2
2		List out essentials conditions under collective bargaining	2
3		Define workers participation in management.	2
4		Define grievance and forms of grievance.	2
5	<b>UNDERSTANDING</b>	Explain process and implementation of collective bargaining.	5
6	<b>UNDERSTANDING</b>	Point out approaches to manage grievance effectively	5
7	<b>UNDERSTANDING</b>	Explain in detail Grievance Handling Procedures.	5
8	<b>UNDERSTANDING</b>	Demonstrate role of grievance handling committee.	5
9	<b>APPLY</b>	Explain various forms of workers participation in management.	10
10	<b>ANALYSE</b>	Classify essential conditions for effective collective bargaining.	10
11	<b>EVALUATE</b>	Explain importance of collective bargaining.	10
12	<b>EVALUATE</b>	Give the process of implementation of collective bargaining in brief.	10
13	<b>EVALUTE</b>	Summarize functions of collective bargaining.	10
14	<b>ANALYSE</b>	Classify sources of grievance.	10
15	<b>APPLY</b>	Explain the implementation of collective bargaining with respect to indian scenario.	10
<b>Unit III- Legislations governing employee relations</b>			
1	<b>REMEMBERING</b>	Definition industry under Industrial dispute act 1947	2
2	<b>REMEMBERING</b>	Define worker under Industrial dispute act 1947.	2
3	<b>REMEMBERING</b>	Define industrial dispute under Industrial dispute act 1947	2

4	<b>REMEMBERING</b>	List out the different types of authorities under the Industrial	2
5	<b>REMEMBERING</b>	Dispute Act, 1947?	2
6	<b>REMEMBERING</b>	Define strike and Lockout.	2
7	<b>REMEMBERING</b>	Define retrenchment, layoff closure.	2
8	<b>REMEMBERING</b>	Define Contract Labour under Contract Labour (Regulation and Abolition) Act 1970?	2
9	<b>REMEMBERING</b>	Define Contractor under Contract Labour (Regulation and Abolition) Act 1970?	2
10	<b>REMEMBERING</b>	In which activities Contract labour is prohibited under Contract Labour (Regulation and Abolition) Act 1970?	2
11	<b>REMEMBERING</b>	Is it permissible to deploy Contract labour even in Core activity under certain conditions under Contract Labour (Regulation and Abolition) Act 1970?	2
12	<b>REMEMBERING</b>	Which Organisation comes under the purview of Contract Labour (Regulation and Abolition) Act 1970?	2
13	<b>REMEMBERING</b>	List out the amenities to be provided to the Contract Labour of Contract Labour (Regulation and Abolition) Act 1970?	2
14	<b>UNDERSTANDING</b>	Summarize work committee and conciliation officer's authorities under Industrial Dispute act, 1947.	5
15	<b>UNDERSTANDING</b>	Illustrate authorizes of boards of conciliation and courts of industry under Industrial Dispute act, 1947.	5
16	<b>UNDERSTANDING</b>	Explain authorizes of Labour court, tribunals and national tribunal under Industrial Dispute act, 1947.	5
17	<b>UNDERSTANDING</b>	Summarize provisions for strike and lock-outs under Industrial Dispute act 1947.	5
18	<b>UNDERSTANDING</b>	Illustrate provisions for Lay-off and retrenchment Industrial Dispute act 1947.	5
19	<b>UNDERSTANDING</b>	Explain the central and state advisory board's under Contract Labour Act 1970	5
20	<b>UNDERSTANDING</b>	What are the core authorities considered under Contract Labour	5

		Act 1970?	
21	<b>UNDERSTANDING</b>	Explain Welfare and health provisions of contract under contract labour act 1970.	5
22	<b>UNDERSTANDING</b>	Evaluate registers and other records how to be maintained under contract labour act 1970.	5
23	<b>UNDERSTANDING</b>	Explain power of authorities under Industrial Dispute act 1947.	10
24	<b>ANALYSE</b>	Categorize the duties of authorities under Industrial Dispute act, 1947.	10
25	<b>UNDERSTANDING</b>	Explain powers of authorities under Industrial Dispute act 1947.	10
26	<b>EVALUATE</b>	Describe provisions for registration of establishments employing contract labour.	10
27	<b>EVALUATE</b>	Evaluate the provisions of Licensing of Contractors under Contract Labour Act 1970.	10
<b>Unit IV- Legislation governing Unions and Wages</b>			
1	<b>REMEMBERING</b>	Define Trade union act 1926?	2
2	<b>REMEMBERING</b>	Define Trade dispute under trade union act 1926?	2
3	<b>REMEMBERING</b>	What are the provisions for registration of trade union?	2
4	<b>REMEMBERING</b>	What are the types of trade union?	2
5	<b>REMEMBERING</b>	Who can get registered under the trade union act?	2
6	<b>REMEMBERING</b>	What are the rights of registered trade union act?	2
7	<b>REMEMBERING</b>	Define minimum wages act 1948.	2
8	<b>REMEMBERING</b>	What is scheduled employment under minimum wages 1948?	2
9	<b>REMEMBERING</b>	What is the object of Minimum Wages Act 1948?	2
10	<b>REMEMBERING</b>	What is the object of Minimum Wages Act 1948?	2
11	<b>REMEMBERING</b>	What are the components of minimum wages act 1948?	2
12	<b>UNDERSTANDING</b>	Explain the following term under the trade union 1926. a)Appropriate government b)Executive	5

		c) Registered trade union d) Trade dispute	
13	<b>UNDERSTANDING</b>	Examine registration of trade union under trade union act, 1926.	5
14	<b>UNDERSTANDING</b>	Illustrate rights of registered trade unions of Prevention of Unfair Labour Practices Act 1971.	5
15	<b>UNDERSTANDING</b>	Explain Principle privileges of a registered trade union of Prevention of Unfair Labour Practices Act 1971.	5
16	<b>UNDERSTANDING</b>	Illustrate authorities and punishments under Prevention of Unfair Labour Practices Act 1971.	5
17	<b>UNDERSTANDING</b>	Explain Procedure for fixing and revising minimum wages of minimum wages act 1948.	5
18	<b>UNDERSTANDING</b>	Explain Maintenance of registers and records of minimum wages act 1948.	5
19	<b>UNDERSTANDING</b>	Illustrate on Wages of worker who works for less than normal working day under minimum wages act 1948	5
20	<b>EVALUATE</b>	Critically examine the rights and liabilities of registered trade union under the trade union act, 1926.	10
21	<b>EVALUATE</b>	Explain impact of globalization on trade union movement.	10
22	<b>ANALYZE</b>	Describe Unfair labour practices on the part of Employers and Employees under Prevention of Unfair Labour Practices Act 1971	10
23	<b>EVALUATE</b>	Explain Procedure for fixing and revising minimum wages of minimum wages act 1948.	10
24	<b>EVALUATE</b>	Explain Fixing hours for a normal working day minimum wages act 1948.	10
<b>Unit V- Legislation governing working</b>			
1	<b>REMEMBERING</b>	What is Factories act 1948?	2
2	<b>REMEMBERING</b>	Who is a worker under factories act 1948?	2

3	<b>REMEMBERING</b>	What are the conditions provided for working hours of adult under the factory act 1948?	2
4	<b>REMEMBERING</b>	What are the duties of occupier?	2
5	<b>REMEMBERING</b>	What is shop and establishment act and who is applicable for it?	2
6	<b>REMEMBERING</b>	Define Daily and weekly hours of work in establishment and interval for rest under shop and establishment act 1947.	2
7	<b>REMEMBERING</b>	Define wages for overtime under shop and establishment act 1947.	2
8	<b>REMEMBERING</b>	Define maternity benefit act 1961.	2
9	<b>REMEMBERING</b>	What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?	2
10	<b>REMEMBERING</b>	How many weeks a woman is entitled for leave in case of miscarriage?	2
11	<b>REMEMBERING</b>	What is medical bonus under Maternity Benefit Act?	2
12	<b>REMEMBERING</b>	Mention any two latest amendments under Maternity Benefit Act.	2
13	<b>REMEMBERING</b>	Definitions of sexual harassment under Sexual harassment of women at workplace Act, 2013.	2
14	<b>REMEMBERING</b>	What is the tenure of the members of the Internal Complaint Committee under Sexual harassment of women at workplace Act, 2013?	2
15	<b>REMEMBERING</b>	What is the time limit of inquiry under Sexual harassment of women at workplace Act, 2013?	2
16	<b>UNDERSTANDING</b>	Illustrate notice by occupier under factories act 1948.	5
17	<b>UNDERSTANDING</b>	Summarize in detail health provisions under factories act 1948	5
18	<b>UNDERSTANDING</b>	Classify provisions of welfare under factories act 1948.	5
19	<b>UNDERSTANDING</b>	Explain provisions working hours under factories act 1948.	5
20	<b>UNDERSTANDING</b>	Illustrate on prohibition of employment of young children under factories act 1948.	5
21	<b>UNDERSTANDING</b>	Explain welfare provisions under Maharashtra Shops & Establishment Act, 2017.	5

22	<b>UNDERSTANDING</b>	Summarize opening and closing hours, hours of work, interval for rest Maharashtra Shops & Establishment Act, 2017.	5
23	<b>UNDERSTANDING</b>	Explain wages for overtime and weekly off under Maharashtra Shops & Establishment Act, 2017.	5
24	<b>UNDERSTANDING</b>	Illustrate leave with pay and payment of wages under Maharashtra Shops & Establishment Act, 2017.	5
25	<b>UNDERSTANDING</b>	Explain latest amendments of Maternity benefit Act, 1961.	5
26	<b>UNDERSTANDING</b>	Illustrate complain mechanism under the Sexual harassment of women at workplace(Prevention, prohibition and Redressal) Act, 2013	5
27	<b>UNDERSTANDING</b>	Explain duties of employer underThe Sexual harassment of women at workplace(Prevention, prohibition and Redressal) Act, 2013.	5
28	<b>EVALUATE</b>	Describe in detail health, safety and welfare provisions under factories act 1948.	10
29	<b>ANALYSE</b>	Explain annual leave with wages of factories act 1948.	10
30	<b>ANALYSE</b>	Explain registration of establishments under Maharashtra Shops & Establishment Act, 2017	10
31	<b>EVALUATE</b>	Describe Constitution of Internal Complaints Committee of The Sexual harassment of women at workplace(Prevention, prohibition and Redressal) Act, 2013	10