

Total No. of Questions : 5]

SEAT No. :

**PF12112**

[Total No. of Pages : 2

**[6648]-804**

**S.Y. M.B.A.**

**SC HRM-02 : EMPLOYEE RELATIONS & LABOUR LEGISLATION**  
**(2024 Credit Pattern) (Semester - IV)**

**Time : 2½ Hours]**

**[Max. Marks : 50**

**Instructions to the candidates:**

- 1) **All questions are compulsory.**
- 2) **Maintain proper structure, clarity and examples in answers.**

**Q1) Solve any five.**

**[10]**

- a) Define bargaining unit.
- b) What is workers' participation in management?
- c) State any two objectives of the Minimum Wages Act, 1948.
- d) Define lockout.
- e) Mention any two provisions related to maternity benefits.
- f) What is meant by unfair labour practice?
- g) Define remote work in employee relations context.
- h) State any two functions of ILO.

**Q2) Solve any two.**

**[10]**

- a) Explain Dunlop's approach to Employee Relations.
- b) Discuss the model grievance procedure used in organizations.
- c) Explain the provisions relating to health and safety under the Factories Act, 1948.

**Q3) Solve any one.**

**[10]**

- a) Describe the formation, registration and privileges of trade unions under the Trade Union Act, 1926.
- b) Explain the role and relevance of ILO in India in the present employment scenario.

**P.T.O.**

**Q4) Solve any one.**

**[10]**

- a) Analyze the causes and procedures of grievance handling in organizations.
- b) Examine the provisions related to unfair labour practices under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.

**Q5) Solve any one.**

**[10]**

- a) A large IT-enabled services company has implemented digital Employee Relations (ER) tools such as AI-based grievance portals, virtual communication platforms, employee engagement apps, and online feedback systems to manage a hybrid workforce. However, the organization is facing issues related to employee dissatisfaction, delayed grievance resolution, and communication gaps. As an HR Manager, discuss the role of digital ER tools in managing workforce issues in modern organizations. Suggest suitable measures for improving employee engagement and maintaining healthy employee relations through digital platforms.
- b) A private healthcare organization is reviewing its HR policies to ensure compliance with labour legislations related to women employees. Several employees have raised concerns regarding maternity leave, work-from-home flexibility, crèche facilities, and job security after childbirth. Explain the important provisions of the Maternity Benefit Act, 1961 and its latest amendments. Discuss how organizations can effectively implement these provisions to create a supportive and legally compliant work environment for women employees.

