REV-01
MBA/49/55

2025/11

SET A

MASTER OF BUSINESS ADMINISTRATION
THIRD SEMESTER
INDUSTRIAL RELATIONS AND LABOUR LAWS
MBA – 304B
[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

Objective

Time: 30 mins. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. Which of the following approach of Industrial Relations highlights that maximum differences arise due to psychological differences of employees of organisation?
   a. Giri approach
   b. Psychological approach
   c. Sociological approach
   d. Human Relation approach

2. Which of the following is not an objective of the ILO?
   a. Create and provide job
   b. Ensuring better working standards
   c. Frame policy for better workplace
   d. None of the above

3. Which theory of IR opined that avoidance of third party is the key to healthy Industrial relations?
   a. Giri approach
   b. Psychological approach
   c. Sociological approach
   d. Human Relation approach

4. Total how many days are given to Board of Conciliation for solving the industrial dispute?
   a. 14 days
   b. 30 days
   c. 60 days
   d. 15 days

5. How many members are required to form a trade union at minimum level?
   a. 10 members
   b. 9 members
   c. 8 members
   d. 7 members

6. In Bipartite bargaining, which of the following is not a party?
   a. Employee
   b. Employer
   c. Government
   d. None of the above

7. In which of the following type, workers participate at lowest level in management?
   a. Decisive participation
   b. Administrative participation
   c. Integrative participation
   d. Information participation.

8. Which of the following talks about the win-loss type of collective bargaining?
   a. Distributive bargaining
   b. Integrative bargaining
   c. Productivity bargaining
   d. None of the above

9. Minimum how many copies of model standing orders should be submitted by the organisation to certifying officer for making standing orders of an organisation?
   a. 3 copies
   b. 4 copies
   c. 5 copies
   d. 6 copies

10. To appoint a safety officer, minimum how many workers should work in an organisation?
   a. 500 employees
   b. 1000 employees
   c. 600 employees
   d. 1500 employees

11. What should be the maximum working hours in a week according to the Factories Act, 1948?
   a. 72 hrs
   b. 75 hrs
   c. 48 hrs
   d. 50 hrs

12. In which section, the lay-off is discussed in the Industrial Disputes Act, 1947?
   a. Sec 25 C
   b. Sec 25 G
   c. Sec 25 B
   d. Sec 25 H

13. Minimum how many days before the notice/information should be given for upcoming strike not to consider as illegal strike?
   a. 14 days
   b. 15 days
   c. 45 days
   d. 46 days

14. Is amalgamation possible with Trade union as per the Trade Union Act, 1923?
   a. Yes
   b. No
   c. Depends on situation
   d. None of the above

15. According to the Plantation Labour Act, 1951, for canteen facility, minimum how many workers should work in plantation?
   a. 100 workers
   b. 150 workers
   c. 200 workers
   d. 250 workers

16. To avail social security benefits, minimum how many years should be completed by an unorganised worker?
   a. 15 years
   b. 14 years
   c. 30 years
   d. 18 years

17. As a measure of welfare, minimum how many contractual labours should work in an organisation to provide canteen facility?
   a. 100 no.s
   b. 150 no.s
   c. 250 no.s
   d. None of the above

18. For creche facility in a plantation, minimum how many women workers should work?
   a. 100 no.s
   b. 50 no.s
   c. 200 no.s
   d. 150 no.s

19. To be considered as beneficiary of building workers, what should be the minimum and maximum age according to the Building and Other Construction Workers' Act, 1996?

a. 18 years and 60 years
b. 18 years and 62 years
c. 14 years and 60 years
d. 14 years and 62 years

20. One First aid box is provided against how many employees according to the Factories Act, 1948?

a. 100
b. 120
c. 130
d. 150

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Descriptive

Time : 2 Hr. 30 Mins. **Marks : 50**

[Answer question no.1 & any four (4) from the rest]

1. Critically discuss the various changing dimensions of Industrial Relation in the context of India. 10

2. Discuss the different types of Collective Bargaining and various levels of Workers' Participation in Management. 5+5=10

3. Briefly highlight the various causes of Industrial Disputes. Discuss the different problems of Trade union. 3+7=10

4. Write a short note on ILO. Discuss shortly the various theories of Trade Union. 4+6=10

5. Why The Factories Act, 1948 was enacted? Highlight the various provisions of working conditions and working hours. 2+8=10

6. What do you mean by Standing Orders? Mention the standard standing orders where model standing orders are framed by organisation. Highlight the major functions of a registered trade union according to the Tarde Union Act, 1926. 1+5+4=10

7. What do you mean by Lay-off and Retrenchment? Discuss the different machineries of industrial disputes according to the Industrial Disputes Act, 1947. 2+8=10

8. Mention the various welfare measures according to the Plantation Labour Act, 1951 and the Contract Labour (Regulation and Abolition) Act, 1970. 5+5=10

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