

**MASTER OF BUSINESS ADMINISTRATION
FOURTH SEMESTER
LEGAL FRAMEWORK GOVERNING HUMAN RELATION
MBA-403 B**

Duration: 3 Hrs.

Marks: 70

{ PART : A (OBJECTIVE) = 20
PART : B (DESCRIPTIVE) = 50 }

[PART-B : Descriptive]

Duration: 2 Hrs. 40 Mins.

Marks: 50

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

1. Discuss the different benefits available under the Employees State Insurance Act, 1948. (10)
2. Mention some features of the Maternity Benefit Act, 1961. Discuss the different benefits that are available for women employee according to the Maternity Benefit Act, 1961. (4+6=10)
3. What are the different contextual and constitutional framework are available in India to maintain a healthy Industrial Relation? Discuss. (5+5=10)
4. Explain the different conditions on which the employer is liable to give the compensation to the workmen? Mention the different Standing Orders according to the Industrial Employment (Standing Orders) Act, 1946. (6+4=10)
5. What is Domestic Enquiry? Why the Payment of Wages Act was enacted? Mention the different authorized deductions that can be done under the Payment of Wages Act, 1936. (3+2+5=10)
6. What do you mean by Lay-off and Retrenchment according to the Industrial Dispute Act, 1947? Discuss the different settlement machineries that are available in the Industrial Dispute Act, 1947. (3+7=10)
7. How Bonus and Gratuity are calculated? When the Gratuity amount of employees can be forfeited by the employer? What are the benefits available under the Employees Provident Fund Scheme? (1+1+3+5=10)
8. What are the purpose of the enactment of Minimum Wages Act, 1948 and the Contract Labour (Regulation and Abolition) Act, 1970? Mention the Statutory Provisions of the Factories Act, 1948 for the welfare of the employees. (2+2+6=10)

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[PART-A : Objective]

Choose the correct answer from the following:

1×20=20

1. Which of the following is not a principle of Labour Legislation?
a. Principle of Economic Equality
 b. Principle of Social Welfare
c. Principle of Social Justice
d. Principle of International Uniformity
2. An adult worker under the Factories Act, 1948 is eligible for leave with wages @ 1 day for every how many days worked during the preceding year?
 a. 50 days
b. 30 days
c. 20 days
d. 15 days
3. Which of the following is not a duty of a Conciliation Officer?
 a. To induce parties to come to a fair and amicable decision on the matters in dispute.
b. To act as a mediator
c. To Promote settlement of dispute
d. To act as adjudicator
4. In which of the following act the provision of the right to strike and lockout are recognized in India?
 a. The Trade Union Act, 1926
b. The Industrial Disputes Act, 1947
c. The Factories Act, 1948
d. None of the above
5. Which of the following is correct with Wage Board?
 a. It is a Bipartite body
b. It is a Tripartite body
c. It is a Statutory Body
d. None of the Above
6. Under the Payment of Wages Act, 1936 what is the maximum limit for authorized deduction?
 a. 50% generally and 65% due to cooperatives
b. 60% generally and 75% due to cooperatives
c. 50% generally and 75% due to cooperatives
d. 65 % generally and 50 % due to cooperatives
7. What is the ceiling on wage or salary for calculation of Bonus under the Payment of Bonus Act, 1965?
a. 10000/
b. 20000/
c. 21000/
d. 7000/
8. Which of the following is the range of statutory bonus calculation?
a. 10%-20%
b. 8.33%-20%
c. 8.33%-10%
d. 10%-15%
9. Gratuity is calculated treating the month as having which of the following days?
a. 15 days
b. 31 days
c. 30 days
d. 26 days
10. Which of the following is not a benefit under the Employees State Insurance Act, 1948?
a. Sickness and Maternity Benefit
b. Medical and Funeral benefit
c. Disablement and Dependent's Benefit
d. Unemployment benefit
11. For which of the following period the women employees are now entitled to maternity leave according to Maternity Benefit Act, 1961?
a. 6 weeks
b. 18 weeks
c. 12 weeks
d. 26 weeks
12. Which of the following act provides for the appointment of conciliation Officers and adjudication authorities?
a. The Factories Act, 1948
b. The Industrial Disputes Act, 1947
c. The Trade Union Act, 1926
d. None of the above.
13. What is the employee's share now to Provident fund contribution?
a. 12%
b. 20%
c. 8.33%
d. None of the above
14. Which of the following is not social security legislation?
a. Workmen's Compensation Act
b. Employees state Insurance Act
c. Maternity Benefit Act
d. Employee's Pension Scheme

15. Arrange the following acts in the order they were enacted. Use the codes given below:

- A. Workmen's Compensation Act
B. Trade Union Act
C. Maternity Benefit Act
D. Factories Act
- a. A D B C
b. A B D C
c. A D C B
d. A B C D

16. To appoint a Safety Officer in factory minimum how many employees should work in the factory according to the Factories Act, 1948?

- a. 500 employees
b. 250 employees
c. 150 employees
d. 1000 employees

17. Which of the following is not a disqualifying condition for receiving compensation under the Workmen's Compensation Act, 1923?

- a. Under the influence of drinks and drugs
b. Willful disregard of safety rules
c. Both a & b
d. Neither a & b

18. What is the maximum Gratuity amount that an employee can get according to the Payment of Gratuity Act?

- a. 350000/
b. 1000000/
c. 300000/
d. 100000/

19. Which of the following act is based on contributory principle?

- a. Employees State Insurance Act
b. Workmen's Compensation Act
c. Maternity Benefit Act
d. All of the above

20. An Ambulance room is to be provided if the factory is engaging more than _____ employees.

- a. 1000
b. 500
c. 150
d. 300

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UNIVERSITY OF SCIENCE & TECHNOLOGY, MEGHALAYA



Question Paper CUM Answer Sheet

[PART (A) : OBJECTIVE]

Serial no. of the main
Answer sheet *

Course :

Semester : Roll No :

Enrollment No : Course code :

Course Title :

Session : 2016-17 Date :

Instructions / Guidelines

- > The paper contains twenty (20) / ten (10) questions.
- > The student shall write the answer in the box where it is provided.
- > The student shall not overwrite / erase any answer and no mark shall be given for such act.
- > Hand over the question paper cum answer sheet (Objective) within the allotted time (20 minutes / 10 minutes) to the invigilator.

Full Marks	Marks Obtained	Remarks
20		

Scrutinizer's Signature

Examiner's Signature

Invigilator's Signature