

MASTER OF BUSINESS ADMINISTRATION
Fourth Semester (Repeat)
LEGAL FRAMEWORK GOVERNING HUMAN RELATION
(MBA – 403 B)

Duration: 3Hrs.

Full Marks: 70

Part-A (Objective) =20
Part-B (Descriptive) =50

(PART-B: Descriptive)

Duration: 2 hrs. 40 mins.

Marks: 50

Answer any four from *Question no. 2 to 8*
Question no. 1 is compulsory.

1. Discuss the different statutory benefits that are available under the Factories 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 benefits available under the Employees State Insurance Act, 1948 (Any five benefits). Mention the different Standing Orders according to the Industrial Employment (Standing Orders) Act, 1946. (6+4=10)
5. What is Domestic Enquiry? What is the purpose of enactment of The Payment of Wages Act, 1936? What are the 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? What are the benefits available under the Employees Provident Fund Scheme? Discuss any five provisions of The Contract Labour (Regulation & Abolition) Act. (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 different functions of registered Trade Union according to the Trade Union Act, 1926. (2+2+6=10)

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Duration: 20 minutes

Marks – 20

(PART A - Objective Type)

I. Choose the correct answer:

1×20=20

1. According to the Factories Act, 1948, when a Welfare Officer can be appointed in a factory?
 - a. When the factory employs 150 workers.
 - b. When the factory employs 250 workers.
 - c. When the factory employs 500 workers.
 - d. When the factory employs 1000 workers.
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 recognised 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 authorised 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	C. Maternity Benefit Act
B. Trade Union 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

