

**MASTER OF BUSINESS ADMINISTRATION
THIRD SEMESTER [SPECIAL REPEAT]
EMPLOYEE RELATIONSHIP MANAGEMENT & LABOUR LAW
MBA – 304B**

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

(Objective)

Marks: 20

Choose the correct answer from the following:

1 × 20 = 20

1. Minimum how many no of employees should be employed to appoint one Safety officer in the organisation?
 - a. 250
 - b. 500
 - c. 1000
 - d. None of the above
2. Which of the following person certifies the model standing orders to make it Standing Orders?
 - a. The Arbitrator
 - b. The Certifying Officer
 - c. The Conciliation officer
 - d. None of the Above
3. Who is a child as per the Factories Act, 1948?
 - a. Who has completed 18 years
 - b. Who has not completed 15 years
 - c. Who has completed 14 years
 - d. Who has completed 6 years
4. _____ have a protecting role of safeguarding worker's interest.
 - a. International Agencies
 - b. Management
 - c. Trade Union
 - d. Society
5. Which of the following is not a part of Industrial Relations system?
 - a. Government and Employers
 - b. Trade Unions
 - c. Foreign companies
 - d. Labour courts and Tribunals
6. Which of the following is not the most important aspect of the process of Collective bargaining?
 - a. Confrontation
 - b. Discussion
 - c. Negotiation
 - d. Compromise
7. What is the medical bonus amount that is given to the Women employee during the time of pregnancy according to the Maternity Benefit Act, 1961?
 - a. 3000/
 - b. 1000/
 - c. 2500/
 - d. 3500/
8. Which of the following is not a mechanism of settlement of Industrial dispute according to the Industrial Dispute Act, 1947?
 - a. Conciliation
 - b. Adjudication
 - c. Labour court
 - d. Trade Union

9. In which of the following section of the Industrial Dispute Act, 1947, about the Lay-off is discussed?
 - a. Sec 21
 - b. Sec 2 kkk
 - c. Sec 22
 - d. Sec 25
10. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be _____ Cubic Meters.
 - a. 9.9
 - b. 10.2
 - c. 13.2
 - d. 14.2
11. Distributive Bargaining describes a situation which involves____
 - a. Win-loss
 - b. Bargaining within team
 - c. Loss-loss
 - d. None of the above.
12. Which of the following is the primary source of income for the Trade Union?
 - a. Donation
 - b. Other sources
 - c. Sale periodicals
 - d. Membership Subscription
13. Within how many days the Board of Conciliation is responsible to give reward to Government on the industrial dispute for which it is constituted?
 - a. Within 14 days
 - b. Within 60 days
 - c. Within 30 days
 - d. None of the above
14. _____ are the rules and regulations which govern the conditions of employment of workers.
 - a. Policies
 - b. Standing orders
 - c. Advice
 - d. None of these
15. To fulfill which of the following need employees join union?
 - a. Social
 - b. Economic
 - c. Self Esteem
 - d. All of the above
16. Which of the following is/are the essence of model Grievance procedure?
 - a. Settlement at the lower level
 - b. Settlement as expeditiously as possible
 - c. Settlement to the satisfaction of the aggrieved
 - d. All of the above
17. The employer's share of contribution under the ESI Act is_____
 - a. 12%
 - b. 4.75%
 - c. 8.33%
 - d. 1.75%
18. Process which involves third party usually neutral in nature while making decisions is classified as _____
 - a. Arbitration
 - b. Constructive justice
 - c. Procedural justice
 - d. Ombudsman
19. Document that consists of all ethical standards that employee expects from employers is classified as _____
 - a. Ethics Code
 - b. Descriptive code
 - c. Procedural code
 - d. Distributive code

20. According to the Contract Labour (Regulation and Abolition) Act, 1970, how many contract labours must work in an organisation to have canteen and that have to be provided by Contractor?
- a. Minimum 150 employees
 - b. Minimum 105 employees
 - c. Minimum 250 employees
 - d. Minimum 100 employees

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(Descriptive)

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Explain the entire mechanism of settlement of Industrial dispute that generally occurs in organisation according to the Industrial Dispute Act, 1947. 10

2. a) What do you mean by Industrial Relation? Briefly explain any two approaches of Industrial relation which highlights different bases of maintaining healthy relations in organisation. 1+5+4=10
b) Briefly discuss the recent changing dimensions in Industrial relations in context of Indian organisation.

3. a) Mention the responsibilities of a registered Trade Union according to the Trade Union Act, 1926. Explain very briefly any two theories of Trade Union. 2+3+5=10
b) Discuss the various problems of Trade Union movement in India.

4. a) Write down any two functions of Collective Bargaining practice in organisation. Explain the different types of Collective Bargaining practices that are followed in organisation in Indian context with examples. 2+4+4=10
b) What are the different consultative bodies are found in organisation and explain about them?

5. a) Discuss the different provisions of the Factories Act, 1948 which are specifically related to Welfare measures of employees of organisation. 5+5=10
b) Explain the different benefits that are given to women employee during the time of maternity period as per the Maternity Benefit Act, 1961.

6. a) Mention the different standing orders of organisation on which organisation prepare model standing orders for certification as per the Industrial Employment (Standing Orders) Act, 1970. 4+2+4=10
b) Discuss CAB and SAB of the Contract Labour (Regulation & Abolition) Act, 1970. Mention the different provisions related to Working condition of employees in organisation according to the Factories Act, 1947.
7. a) Write down the contribution percentage of employees and employers towards ESI according to the Employees State Insurance Act, 1948. Explain the Sickness Benefit, Extended Sickness Benefit and Dependant Benefit in terms of duration and condition according to the Employees State Insurance Act, 1948. 2+5+1+2=10
b) Define Industrial Dispute. Mention any three major causes of Industrial dispute in Indian context.
8. a) Define Lay-off and Retrenchment according to the Industrial Dispute Act, 1947. 3+7=10
b) "Labour Laws are boon for establishing Industrial Relation in organisation"--- Justify it

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