

MBA
THIRD SEMESTER
INDUSTRIAL RELATIONS AND LABOUR LAWS
MBA – 304B

SET
A

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 20 min.

Marks: 20

[Objective]

Choose the correct answer from the following:

1×20=20

1. Which of the following is an actor of Industrial relations?
 - a. Constitution
 - b. Tribunal
 - c. Trade Union
 - d. All of the above
2. Which of the following theories opined that 'third party' should be avoided to improve Industrial Relations?
 - a. Psychological theory
 - b. Giri Theory
 - c. Sociological theory
 - d. Dunlop theory
3. Which of the following is the primary source of income of Trade Union?
 - a. Membership subscription
 - b. Sale of Periodicals
 - c. Donation
 - d. Other sources
4. Which of the following is the best explanation of Industrial Relation?
 - a. It talks about the relationship between Employee and Employer.
 - b. It talks about the relationship between employee and employer, employer and employer and among employers out of employment.
 - c. It talks about the relationship among employees.
 - d. None of the above.
5. Minimum how many days before, it is required to inform concerned authority about to be strike?
 - a. 30 days
 - b. 45 days
 - c. 60 days
 - d. 75 days
6. _____ is an association of employees.
 - a. Trade Union
 - b. Down-lift union
 - c. Manager's group
 - d. Co-operation union

7. Industrial relation is _____ and _____ concept.
a. Dynamic, developing
b. Futuristic, integrated
c. Developing, characterized
d. Common, used
8. In India in which date the Labour Day is observed?
a. 1st May
b. 1st April
c. 1st June
d. 1st October
9. Which of the following methods has not been given a Statutory form in India?
a. Conciliation
b. Adjudication
c. Voluntary arbitration
d. Mediation
10. Which section deals with the prohibitions of lay - offs?
a. 25 N
b. 25F
c. 25
d. 25M
11. Integrative Bargaining describes a situation which involves ____
a. Win-win/loss-loss
b. Bargaining within team
c. Loss-Win
d. None of the above.
12. Which of the following is the highest level of participation that employees get from employers?
a. Decisive participation
b. Administrative participation
c. Consultative participation
d. Information participation
13. Minimum how many employees should be employed to appoint welfare officer in an organisation?
a. Minimum 250 number of employees
b. Minimum 500 number of employees
c. Minimum 1000 number of employees
d. None of the above
14. To appoint one ayah, total how many women employee must work in the organisation?
a. Minimum 100 women employee
b. Minimum 30 women employee
c. Minimum 100 women employee
d. None of the above
15. Minimum how many employees should work to get canteen facility according to the Plantation Labour Act?
a. 100
b. 150
c. 50
d. 200

16. Within how many days the Conciliation officer 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
17. Who approves the model standing orders to organisation?
- a. The manager
 - b. The Trade union leader
 - c. Factory manager
 - d. The Certifying officer
18. According to the Contract Labour (Regulation & Abolition) Act, 1970, in which section, the working conditions for contract labours are mentioned?
- a. Sec 30
 - b. Sec 32
 - c. Sec 33
 - d. Sec 35
19. According to the Unorganised Workers' Social Security Act, 2008, who will be the Chairperson of the state Social Security Board?
- a. Minister of Labour and Employment
 - b. Chief minister of the concerned state of the concerned State.
 - c. Prime Minister
 - d. None of the above.
20. To become beneficiary according to the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1970, in which section the building workers have to do registration?
- a. Sec 12
 - b. Sec 13
 - c. Sec 14
 - d. Sec 15s

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(Descriptive)

Time: 2 hr. 40 mins.

Marks: 50

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

1. Explain the various provisions of safety and welfare for workers according to the Factories Act, 1948. 10
2. Define Industrial relation. What are the approaches of Industrial Relations have great impact in maintaining healthy relationships among employees? Justify your answer. 2+8=10
3. Define Lay-off and retrenchments. Discuss the various statutory methods of Industrial disputes resolution according to the Industrial Disputes Act, 1947. 2+8=10
4. Briefly explain the various problems of Trade union. Mention the different responsibilities of Trade union according to the Trade union Act, 1926. 6+4=10
5. What do you mean by Standing orders? Mention the various standing orders as per the Industrial Employment (Standing orders) Act, 1946. How standing orders can be get in an organisation? 1+4+5=10
6. Discuss briefly the various level and types of Workers Participation of Management and Collective Bargaining respectively. 5+5=10
7. Mention the objectives and the various provisions of employees of the Contract Labour (Regulation and Abolition) Act, 1970. Highlights only those provisions which can ensure security to the Unorganised workers according to the Unorganised Workers' Social Security Act, 2008. 7+3=10
8. What are the safety measures available in the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1970. Highlight the important roles of ILO (International Labour Organisation) towards workers upliftment. 5+5=10

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