

(PART-B : Descriptive)

Time : 2 hrs. 40 min.

Marks : 50

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

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| 1. Discuss the different Statutory and Labour Welfare provisions of the Factories Act, 1948. | 10 |
| 2. What are the objectives of the Maternity Benefit Act, 1961? Discuss the different benefits that are available for women employee according to the Maternity Benefit Act, 1961. | 2+8=10 |
| 3. Discuss the different contextual and constitutional framework available in India to maintain a healthy Industrial Relation in an organization. | 5+5=10 |
| 4. Explain the different conditions on which the employer is liable to give the compensation to the workmen according to the Workmen Compensation Act, 1923? Mention the different Standing Orders according to the Industrial Employment (Standing Orders) Act, 1946. | 4+6=10 |
| 5. What is Domestic Enquiry? Very briefly explain about CAB and SAB of the Contract Labour (Regulation & Abolition) Act, 1970. Mention the different authorized deductions that can be done under the Payment of Wages Act, 1936. | 2+3+5=10 |
| 6. Mention the provisions of Registration, Licence, Welfare and Health, First Aid facilities of the Contract Labour (Regulation & Abolition) Act, 1970. Mention the different settlement machineries that are available in the Industrial Dispute Act, 1947. Discuss briefly the Conciliation Procedure. | 3+3+4=10 |
| 7. How Bonus and Gratuity are calculated? What is Set on and Set off according to the Payment of Bonus Act, 1965? Briefly explain the Employees Provident Fund Scheme, 1952 in the following headings- Applicability, Eligibility and Contribution system. | 1+4+5=10 |
| 8. What is the objective of the Employees State Insurance Act, 1948? What is the Financing and Contribution system of ESI scheme? Briefly explain the Sickness benefit, Extended sickness benefit and Dependent's benefit of the Employees State Insurance Act, 1948. | 1+3+6=10 |

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

(Use separate answer scripts for Objective & Descriptive)

Duration : 3 hrs.

Full Marks : 70

(PART-A : Objective)

Time : 20 min.

Marks : 20

Choose the correct answer from the following:

1x20=20

- To appoint a Welfare Officer according to the Factories Act, 1948, minimum how many employees must work in an organization?
a. 150 employees
b. 250 employees
c. 500 employees
d. 1000 employees
- 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.
- In which of the following section of the Contract Labour (Regulation & Abolition) Act, 1970, it is mentioned that the Principal employer is liable to provide the facilities if the contractor does not provide the same?
a. Section 20 of the act
b. Section 21 of the act
c. Section 22 of the act
d. Section 19 of the act
- Minimum how many members are required to form a Trade Union according to the Trade Union Act, 1926?
a. Minimum 6 members
b. Minimum 7 members
c. Minimum 8 members
d. Minimum 10 members
- Which of the following is correct with Wage Board?
a. It is a Tripartite body
b. It is a Bipartite body
c. It is a Statutory Body
d. It is a Voluntary Body
- Under the Payment of Wages Act, 1936 what is the maximum limit for authorized deduction under the heading of 'Fine' in a particular wage period?
a. Maximum 75%
b. Maximum 3%
c. Maximum 15%
d. Maximum 50%
- What is the ceiling to avail the benefits of the Employees State Insurance Act, 1948?
a. 10000/per month
b. 20000/per month
c. 21000/per month
d. 7000/per month
- Which of the following is the range of statutory bonus calculation?
a. 10%-20%
b. 10%-25%
c. 8.33%-10%
d. 8.33%-20%

9. The employer should pay wages before the expiry of how many days of the following wage period, if the organization is employing less than 1000 number of employees?
 - a. 15 days
 - b. 10 days
 - c. 12 days
 - d. 7 days
10. According to the Factories Act, 1948, workers should be given an interval for rest of half an hour duration after how many hours of maximum work?
 - a. 9 hours
 - b. 10 hours
 - c. 5 hours
 - d. 6 hours
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. 26 weeks
 - c. 12 weeks
 - d. 13 weeks
12. According to the Contract Labour (Regulation & Abolition) Act, 1970, minimum how many contractors should be engaged to implement this act in organization?
 - a. Minimum 20 numbers of workers
 - b. Minimum 15 numbers of workers
 - c. Minimum 30 numbers of workers
 - d. Minimum 25 numbers of workers
13. How many no. of copies of draft of standing orders should be submitted by the employer to the certifying officer to get certified standing orders?
 - a. 3 no. of copies
 - b. 5 no. of copies
 - c. 6 no. of copies
 - 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 get the License by the Contractor minimum how many contract workers should be engaged under the contractor according to the Contract Labour (Regulation & Abolition) Act, 1970?
 - a. 20 contract workers
 - b. 22 contract workers
 - c. 18 contract workers
 - d. 25 contract workers
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. What is the employer's contribution towards ESI account of employee according to the Employees State Insurance Act, 1948?
 - a. 4% of wage
 - b. 6 % of wage
 - c. 12% of wage
 - d. None of the above
20. An Ambulance room is to be provided if the factory is engaging more than _____ employees according to the Factories Act, 1948.
 - a. 1000
 - b. 500
 - c. 150
 - d. 300