

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

**SET  
A**

**[USE OMR SHEET FOR OBJECTIVE PART]**

Duration: 3 hrs.

Full Marks: 70

**(Objective)**

Time: 30 mins.

Marks: 20

*Choose the correct answer from the following:*

**1 × 20 = 20**

- \_\_\_\_\_ is an association of employees.
  - Trade Union
  - Down-lift union
  - Manager's group
  - Co-operation union
- Industrial relation is \_\_\_\_\_ and \_\_\_\_\_ concept.
  - Dynamic, developing
  - Futuristic, integrated
  - Developing, characterized
  - Common, used
- Minimum how many numbers of employees should be employed to appoint one Safety officer in the organisation?
  - 250
  - 500
  - 1000
  - None of the above
- Which of the following is the primary source of income of Trade Union?
  - Membership subscription
  - Sale of Periodicals
  - Donation
  - Other sources
- Which of the following person certifies the model standing orders to make it Standing Orders?
  - The Arbitrator
  - The Certifying Officer
  - The Conciliation officer
  - None of the Above
- \_\_\_\_\_ and \_\_\_\_\_ are scopes of Industrial relations.
  - Economic, institutional
  - Complex, relationship
  - Labour legislation, Collective bargaining
  - None of the above
- 'Interference of third party should be avoided'-is the principle of which of the IR perspective?
  - Psychological approach
  - Giri approach
  - Sociological approach
  - None of the above
- Industrial disputes refer to differences in \_\_\_\_\_ and management.
  - Customers
  - Retailers
  - Managers
  - Workers
- Which of the following methods has not been given a Statutory form in India?
  - Conciliation
  - Adjudication
  - Voluntary arbitration
  - Mediation

10. 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
11. In India in which date the Labour Day is observed?
  - a. 1<sup>st</sup> May
  - b. 1<sup>st</sup> April
  - c. 1<sup>st</sup> June
  - d. 1<sup>st</sup> October
12. Which section deals with the prohibitions of lay - offs?
  - a. 25M
  - b. 25 N
  - c. 25F
  - d. 25
13. \_\_\_\_\_ concept gives opportunity to workers to participate in setting conditions of employment.
  - a. Negotiation
  - b. Standing orders
  - c. Collective bargaining
  - d. Trade unions
14. \_\_\_\_\_ refers to involvement of employees in decision making process of management.
  - a. Negotiation
  - b. Standing orders
  - c. Collective bargaining
  - d. Worker's participation of management
15. The 'Appropriate Government' shall appoint a \_\_\_\_\_ for the registration of trade unions.
  - a. Registrar
  - b. Employer
  - c. Manager
  - d. Mediator
16. Distributive Bargaining describes a situation which involves \_\_\_\_\_.
  - a. Win-loss
  - b. Bargaining within team
  - c. Loss-loss
  - d. None of the above.
17. 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
18. The employer's share of contribution under the ESI Act is \_\_\_\_\_.
  - a. 12%
  - b. 4.75%
  - c. 8.33%
  - d. 1.75%
19. 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
20. To avail the maternity benefits, minimum how many days a pregnant woman employee has to present in the previous financial year?
  - a. 240 days
  - b. 80 days
  - c. 26 weeks
  - d. 365 days

**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Explain the various provisions of working hours, working conditions and welfare provisions according to the Factories Act, 1948. 10
2. What do you mean by Industrial dispute and lay- off? Explain the entire mechanism of Conciliation procedure as settlement machinery of industrial dispute according to the Industrial Dispute Act, 1947. 4+6=10
3. Define Trade Union. Mention the responsibilities of a registered trade union. Discuss the various challenges of trade union in India. 1+2+7=10
4. Critically analyse any three perspectives of Industrial relations. 10
5. Explain the various types and levels of Collective bargaining. 5+5=10
6. What do you mean by Workers' participation in management? Briefly explain the different types and levels of workers' participation in management. 1+4+5=10
7. What do you mean by Standing orders? Mention the different Standing orders according to the Industrial Employment (Standing Orders) Act, 1946. Mention the various working condition provisions that should be available according to the Plantation Labour Act, 1951. 1+5+4=10
8. Write down the contribution percentage of employees and employers towards ESI according to the Employees State Insurance Act, 1948. Mention the various benefits for pregnant woman employee as the Maternity Benefit Act, 1961. 3+7=10

= = \*\*\* = =