

MASTER OF BUSINESS ADMINISTRATION  
THIRD SEMESTER  
INDUSTRIAL RELATIONS & LABOUR LAWS  
MBA – 304B

**SET  
B**

[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

- Who is a child as per the Factories Act, 1948?
  - Who has completed 13 years
  - Who has not completed 15 years
  - Who has not completed 14 years
  - None of the above
- Distributive Bargaining describes a situation which involves\_\_\_\_
  - Win-loss
  - Bargaining within team
  - Loss-loss
  - None of the above.
- Within how many days the Conciliation officer is responsible to give reward to Government on the industrial dispute for which it is constituted?
  - Within 14 days
  - Within 60 days
  - Within 30 days
  - None of the above
- The employer's share of contribution under the ESI Act is\_\_\_\_
  - 12%
  - 4.75%
  - 8.33%
  - 1.75%
- Which of the following is the primary source of income of Trade Union?
  - Membership subscription
  - Sale of Periodicals
  - Donation
  - Other sources
- To avail of the maternity benefits, minimum how many days a pregnant woman employee have to present in the previous financial year?
  - 240 days
  - 80 days
  - 26 weeks
  - 365 days
- Which of the following levels involves workers' participation at the highest level?
  - Information participation
  - Consultative participation
  - Decisive participation
  - All of the above
- Minimum how many employees should work to get canteen facility according to the Plantation Labour Act?
  - 100
  - 150
  - 50
  - 200

9. For how many days, sickness benefit is given to employees according to the ESI Act?
  - a. 91 days
  - b. 120 days
  - c. 240 days
  - d. Not defined
10. 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
11. Minimum how many numbers of persons are required to form a trade union?
  - a. 10 persons
  - b. 12 persons
  - c. 7 persons
  - d. None of the above
12. To appoint a safety officer in an organisation/ factory, minimum how many employees should work?
  - a. 150 employees
  - b. 250 employees
  - c. 500 employees
  - d. 1000 employees
13. Minimum how many numbers of model standing copies should be submitted by organisation to certifying officer for certification?
  - a. There is no such any guidelines.
  - b. Five numbers of copies should be submitted.
  - c. Three numbers of copies should be submitted.
  - d. Four numbers should be submitted.
14. At what rate, first aid box should be provided to employees/ orgainsation according to the Factories Act, 1948?
  - a. 1 first box for every department.
  - b. 1 first box for every 100 employees
  - c. 1 first box for every 150 employees.
  - d. 1 first box for every 200 employees.
15. Minimum how many employees should be employed to give canteen service to employees?
  - a. Minimum 150 employees.
  - b. Minimum 250 employees.
  - c. Minimum 500 employees.
  - d. Minimum 1000 employees.
16. 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 among employees.
  - c. It talks about the relationship between employee and employer, employer and employer and among employers out of employment.
  - d. None of the above.
17. Which of the following is not an actor of Industrial relations?
  - a. Employee
  - b. Employer
  - c. Government
  - d. Constitution

18. Which of the following acts was the first act that was enacted to shape industrial relations as a part of the evolution of Industrial Relations after the independence of India?
- a. The Industrial Dispute Act, 1947.
  - b. The Employers and Workmen (Dispute) Act, 1860.
  - c. The Employers and Workmen (Dispute) Act, 1947.
  - d. None of the above
19. Which of the following is not an expected outcome of Industrial Relations?
- a. Improved Productivity level.
  - b. Reducing wastage.
  - c. Improved Moral level of employees
  - d. Industrial conflict.
20. Which of the following theories opined that 'third party' should be avoided to improve Industrial Relations?
- a. Psychological approach
  - b. Giri Approach.
  - c. Gandhian Approach
  - d. None of the above

**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

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

1. Discuss the various provisions related to working hours, working conditions and welfare provisions of employees according to the Factories Act, 1948. 10
2. How the Psychological Approach, Giri Approach, and Human relation approach can contribute to sustaining effective and healthy Industrial relations in organization for its growth and development. 10
3. What do you mean by Industrial Dispute? Mention the various causes of Industrial dispute. Briefly explain the different types of Industrial disputes. 1+4+5=10
4. Discuss the various settlement types of machinery of Industrial Disputes according to the Industrial Disputes Act, 1947. Discuss any four problems of trade unions. 7+3=10
5. Mention the various functions of Trade union. Explain the various types of Collective Bargaining 5+5=10
6. a) What do you mean by Workers' Participation in Management? Discuss the various types of Workers' Participation of Management that organizations follow in Indian context. 2+6+2=10  
b) Define Lay-off and Retrenchment according to the Industrial Disputes Act, 1947.
7. Define Standing Order. Mention the various standing orders that are mentioned in the Industrial Employment (Standing orders) Act, 1946. Mention the different benefits that are given to women employees during the time of pregnancy according to the Maternity Benefit Act, 1961. 1+4+5=10
8. Explain any three benefits that are covered under the Employees State Insurance Act, 1948. How the Plantation Labour Act, 1951 is ensuring labour welfare status to labours? 5+5=10

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