

MBA
THIRD SEMESTER (SPECIAL REPEAT)
EMPLOYEE RELATIONSHIP MANAGEMENT & LABOUR LAWS
MBA-304 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:

1 × 20 = 20

1. Collective Bargaining is _____.
 - a. One party process
 - b. Multi party process
 - c. Two party process
 - d. None of the above
2. 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
3. _____ are the rules and regulations which govern the conditions of employment of workers.
 - a. Policies
 - b. Advice
 - c. Standing orders
 - d. None of these
4. Which of the following is not a part of Industrial Relations system?
 - a. Government and Employers
 - b. Foreign companies
 - c. Trade Unions
 - d. Labour courts and Tribunals
5. Which of the following methods has not been given a Statutory form in India?
 - a. Conciliation
 - b. Adjudication
 - c. Voluntary Arbitration
 - d. Mediation
6. 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
7. 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
8. 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
9. Distributive Bargaining describes a situation which involves _____.
 - a. Win-loss
 - b. Bargaining within team
 - c. Loss-loss
 - d. None of the above

10. 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
11. 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
12. The employee's share of contribution under the ESI Act is _____
 - a. 12%
 - b. 4.75%
 - c. 8.33%
 - d. 1.75%
13. 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
14. Who are not the actors according to Dunlop's framework of industrial relations system?
 - a. Managers and their representatives
 - b. Workers and their organisations
 - c. Specialized government agencies
 - d. Communities and their associations
15. By which amendment the provisions of Workers' Participation in Management was incorporated in the Indian Constitution?
 - a. 41
 - b. 42
 - c. 43
 - d. 44
16. A system of industrial relations where social and labour issues are discussed between trade unions and management at enterprise level is _____
 - a. Bipartism
 - b. Tripartism
 - c. Social dialogue
 - d. None of the above
17. "Model Grievance Procedure" is given in the _____
 - a. Industrial Disputes Act
 - b. Code of Discipline
 - c. Employee State Insurance Act
 - d. Industrial Employment (standing orders) Act
18. In USA collective bargaining mostly takes place at the _____
 - a. Enterprise level
 - b. Industrial level
 - c. Regional level
 - d. National level
19. The recent Industrial Relations problem at Maruti Udyog Ltd. at its Manesar Plant was concerned with _____
 - a. Permanent workers
 - b. Contract labour
 - c. Displaced persons
 - d. None of the above
20. Who has propounded the system concept of industrial relations?
 - a. L. N. Allen Flander
 - b. L. N. Flax
 - c. John T. Dunlop
 - d. Neil N. Chamberlein

-- --- --

-

www.ksars.org

(PART-B : Descriptive)

Time : 2 hrs. 40 min.

Marks : 50

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

- | | |
|---|----------|
| 1. a. Define Trade Union. What are the different functions that Trade Union performs in organisation? | 1+3=4 |
| b. Discuss the various problems of Trade Union in India. | 6 |
| 2. What do you mean by Collective Bargaining? Discuss the different forms of Collective Bargaining. How Negotiation is important in Collective Bargaining? | 2+4+4=10 |
| 3. a. What was the purpose of enactment of The Industrial Employment (Standing Orders) Act, 1946? Explain the procedure of getting Standing Orders by organisation. | 1+4=5 |
| b. Mention the different Standing orders according to the Industrial Employment (Standing Orders) Act, 1946. | 5 |
| 4. a. Critically analyse the Gandhian Approach of Industrial Relation. | 5 |
| b. Briefly discuss the various challenges in the form of changing dimensions of Industrial Relation. | 5 |
| 5. a. Explain different levels of Worker's Participation in Management. | 5 |
| b. Discuss briefly the various Welfare provisions for workers as per the Factories Act, 1948. | 5 |
| 6. a. Write down the Conciliation procedure of industrial dispute settlement mechanism. Define Layoff and Retrenchment. | 4+2=6 |
| b. What do you mean by Industrial Dispute? Mention any three important causes of Industrial dispute. | 1+3=4 |
| 7. a. Write the contributory system of Employees State Insurance scheme. Discuss briefly any three benefits of the Employees State Insurance Act, 1948. | 1+4=5 |
| b. Discuss the various benefits that are available for pregnant women employee under the Maternity Benefit Act, 1961. | 5 |
| 8. a. Mention the various working condition provisions that should be available according to the Plantation Labour Act, 1951. | 5 |
| b. Mention the different provisions related to Working condition of employees in organisation according to the Factories Act, 1947. | 5 |

= = *** = =