



BRAINWARE UNIVERSITY

Course – MBA

Labor Laws (HR 303)

(Semester – 3)

Time allotted: 3 Hours

Full Marks: 70

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Multiple Choice Type Question)

1. Choose the correct alternatives for the following:

10 x 1 = 10

i) The minimum number of workers required in any factory for appointment of one Labour Welfare Officer is

- a) 100
- b) 200
- c) 500
- d) 1000

ii) The minimum number of workers required in any factory for appointment of one Safety Officer is

- a) 100
- b) 200
- c) 500
- d) 1000

iii) To establish a creche in a factory the minimum number of women employees required is

- a) 30
- b) 100
- c) 150
- d) 1000

iv) The CPI(M) affiliated Indian Trade union in India is

- a) AITUC
- b) INTUC
- c) CITU
- d) BMS

v) The dispute settlement machinery jointly set by company management and union is termed as

- a) Conciliation Officer
- b) Arbitrator
- c) Adjudication
- d) Labour Court

vi) The workman under Industrial Disputes Act draws wages not more than _____ per month.

- a) Rs.3200
- b) Rs.2500
- c) Rs.1600
- d) Rs.10000

vii) To establish a works committee the minimum number of employees required is

- a) 50
- b) 100
- c) 150
- d) 1000

viii) First Indian Trade union established in India is

- a) AITUC
- b) INTUC
- c) CITU
- d) BMS

ix) The dispute settlement machinery set by Central and State Government to mediate all disputes who enjoys powers of a civil court is termed as

- a) Conciliation Officer
 - b) Arbitrator
 - c) Adjudication
 - d) Labour Court
- x) The ceiling limit for monthly wage to get bonus is
- a) Rs.3200
 - b) Rs.10000
 - c) Rs.1600
 - d) Rs.15000

Group -B

(Short Answer Type Questions)

Answer any three of the following

3 x 5 = 15

- 2. Define legality of strike.
- 3. Define set on as per The Payment of Bonus Act, 1965.
- 4. Define factory as per Factories Act, 1948.
- 5. Explain procedure of making reference to arbitrator for settlement of dispute.
- 6. Explain disqualifications of getting bonus as per Payment of Bonus Act, 1965.

Group- C

(Long Answer Type Questions)

Answer any three of the following

3 x 15 = 45

- 7. Explain Safety and Welfare provisions under Factories Act.
- 8. Explain the bipartite and tripartite dispute settlement procedures under Industrial Disputes Act, 1947
- 9. Explain provisions of Gratuity under Payment of Gratuity Act, 1972.
- 10. Explain types of disputes under Industrial Disputes Act, 1947
- 11. Explain the relevant provisions of making references to Conciliation and Labor Court as per Industrial Disputes Act, 1947.