



## BRAINWARE UNIVERSITY

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**Term End Examination 2022**  
**Programme – MBA-2020/MBA-2021**  
**Course Name – Employee Relations**  
**Course Code - HR302**  
**( Semester III )**

**Time : 2:30 Hours**

**Full Marks : 60**

[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 x 15=15

1. Choose the correct alternative from the following :

- (i) Which Act applies for the appointment of conciliation officers and adjudication authorities?  
 a) The Factories Act, 1948  
 b) The Trade Unions Act, 1926  
 c) The Industrial Disputes Act, 1947  
 d) None of these
- (ii) The penalty for differentiation of any provisions of the Payment of Bonus Act, 1965 shall be  
 a) Imprisonment of 3 months or Fine of Rs. 500, or with both  
 b) Imprisonment of 6 months or Fine of Rs. 1000, or with both  
 c) Imprisonment of 8 months or Fine of Rs. 2000, or with both  
 d) Imprisonment of 9 months or Fine of Rs. 5000, or with both
- (iii) Bonus shall be estimated within a period of \_\_\_\_\_ months from the closing of the accounting year.  
 a) 1 month  
 b) 3 months  
 c) 6 months  
 d) 8 months
- (iv) To assess the penalty for contravention of any provisions of the Payment of Bonus Act, 1965 shall be  
 a) Imprisonment of 3 months or Fine of Rs. 500, or with both  
 b) Imprisonment of 6 months or Fine of Rs. 1000, or with both  
 c) Imprisonment of 8 months or Fine of Rs. 2000, or with both  
 d) Imprisonment of 9 months or Fine of Rs. 5000, or with both
- (v) What is ceiling under the existing provisions of the Payment of Bonus Act, 1965 for the purpose of justify of the Bonus:  
 a) Rs 7000  
 b) Rs 6500  
 c) Rs 4000  
 d) Rs 3500
- (vi) Write the maximum representation of the independent members in the Central Advisory

Board constructed under the Minimum Wages Act, 1948?

- a) One-third  
b) One-half  
c) Two-third  
d) One-fourth
- (vii) The third step in positive discipline approach is read as  
a) counseling  
b) written documentation  
c) final warning  
d) discharge
- (viii) Under the Trade Unions Act, 1926, how many outsiders can be listed as the office-bearers in a trade union in the organised sector?  
a) Two-third  
b) One-half  
c) One-fourth  
d) One-third
- (ix) The agreement used to define the outlines of employment details is described as  
a) employment contract  
b) controlled agreement  
c) separation agreement  
d) contributory agreement
- (x) As fixed under the Minimum Wages Act, 1948- The minimum wages must be modified at least once in  
a) 2 years  
b) 3 years  
c) 5 years  
d) No mention under the Act
- (xi) Superannuation, in case of Provident Fund and Miscellaneous Provisions Act, 1952, in associated to an employee means the attainment of  
a) 55 years of age  
b) 58 years of age  
c) 60 years of age  
d) 65 years of age
- (xii) What is the interpret of the Schedule I of the ESI Act, 1948?  
a) List of injuries deemed to result in permanent total disablement.  
b) List of injuries deemed to result in permanent partial disablement.  
c) List of occupational diseases.  
d) Both List of injuries deemed to result in permanent total disablement and List of injuries deemed to result in permanent partial disablement.
- (xiii) According to the employees state insurance Act 1948, Identify the wage ceiling is:  
a) Rs 7500/-  
b) Rs 8000/-  
c) Rs 10000/-  
d) Rs 21000/-
- (xiv) The basic principle underlying to interpret of the Trade Unions Act is :  
a) To protect interests of workers against disregard of human elements in industries.  
b) To regulate the relationship of workers and their organization by regulating the balance of power  
c) To provide strength to workers to settle the industrial disputes.  
d) To provide security to workers against the occupational hazards.
- (xv) The Industrial Employment (standing orders) Act, 1946 applies to every establishment employing  
a) 100 workmen  
b) 150 workmen  
c) 150 workmen on any day preceding 12 months  
d) 100 workmen on any day preceding 12 months and the government can order by application to establishments employing less than 100.

### Group-B

(Short Answer Type Questions)

3 x 5=15

2. Explain the meaning of industrial disputes. (3)
3. Examine Marxist approach of IR. (3)
4. What do you mean by multiplicity of Trade Unions? Which problems occur in this case. (3)

5. Write a short note on Joint Management Council. (3)  
6. Do you apply that collective bargaining is a right method of dispute settlement? Justify. (3)

**OR**

Write any three strategies of collective bargaining. (3)

**Group-C**

(Long Answer Type Questions)

5 x 6=30

7. Analyze the essential conditions for successful Workers participation in management. (5)  
8. State the different approaches to Industrial relations. (5)  
9. Discuss the major causes of Industrial unrest. (5)  
10. Explain various benefits under Maternity Benefit Act, 1961. (5)  
11. Interpret the major roles of Quality Circle. (5)  
12. Justify the provisions related to prohibitions of strikes and lock-outs under The Industrial Disputes Act, 1947. (5)

**OR**

Compare the Payments & Deductions of Wages under Payment of Wages Act, 1936 (5)

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