

--	--	--	--	--	--	--	--	--	--



Time: 2 hrs

GIET UNIVERSITY, GUNUPUR – 765022

M. B. A (Fourth Semester) Examinations, May' 2021

**MB 403 C – EMPLOYEE LEGISLATIONS**

Maximum: 50 Marks

**The figures in the right hand margin indicate marks.****PART – I: (Multiple Choice Questions)****(1 x 10 = 10 Marks)**Q. 1 Answer ALL questions

- a. Employees join the union to fulfill their \_\_\_\_\_ needs
- (i) Social (ii) Economic  
(iii) Esteem (iv) All of the above
- b. The Trade Unions Act came into operation from \_\_\_\_.
- (i) 1st June, 1927 (ii) 1st June, 1926  
(iii) 1st May, 1926 (iii) None of the above
- c. The abolition of child labour was introduced first time through
- (i) Factories Act 1947 (ii) Factories Act 1883  
(iii) Factories Act 1881 (iv) Trade Dispute Act
- d. The overtime wages was given for work beyond \_\_\_\_\_ hours as per Factories Act 1883
- (i) 10 (ii) 12  
(iii) 8 (iv) 14
- e. Peace and harmony in the organization is very important for the \_\_\_\_\_ of any nation.
- (i) GDP (ii) economic development  
(iii) Manpower (iv) None of the above
- f. Labour Law covers \_\_\_\_\_
- (i) Industrial Relations (ii) Workplace health and safety  
(iii) Employment Standards (iv) All of the above
- g. In which year did factories act come into force?
- (i) 23rd September, 1948 (ii) 1st April, 1949  
(iii) 4th April, 1949 (iv) 12th September, 1948
- h. As per the Factories Act "Adult" means a person who has completed ..... year of age.
- (i) 15 (ii) 16  
(iii) 17 (iv) 18
- i. Restriction of women in night employment was introduced through
- (i) Trade Dispute Act (ii) Women protection 1883  
(iii) Factories Act 1883 (iv) Factories Act 1947
- j. As per Factories Act, "-----", of a factory means the person who has ultimate control over the affairs of the factory
- (i) Manager (ii) Owner  
(iii) Director (iv) Occupier

**PART – II: (Short Answer Questions)**

**(2 x 5 = 10 Marks)**

Q.2. Answer ALL questions

- a. What are trade unions?
- b. What is labour welfare?
- c. Define the term 'Child Labour'.
- d. What is meant by Payment of Wages Act?
- e. How to maintain Employment health in factories

**PART – III: (Long Answer Questions)**

**(5 x 6 = 30 Marks)**

Answer ANY FIVE questions

3. Discuss the merits and demerits of politics-based trade union and presence of multiple unions in India.
4. Discuss the daily and weekly hours of work in shops and establishments.
5. What is the difference between strike and Lock out?
6. When does an employee forfeit his rights to gratuity?
7. Elaborate the objectives, scope and need for labour welfare.
8. Explain the welfare measures available to contract labour, construction labour and differently abled labour
9. What are the different types of benefits provided by the Employees' State Insurance Act 1948?
10. How far is an employer liable for compensation to a workman injured by an accident arising out and in course of his employment?

--- End of Paper ---