

# Online Examinations (Even Sem/Part-I/Part-II Examinations 2020 - 2021)

Course Name - LABOUR LAW I

Course Code - LLB401

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Answer all the questions. Each question carry one mark.

9. 1.Pluralistic approach perceives \_\_\_\_\_ as legitimate representative of employee interests

*Mark only one oval.*

- Trade Union
- Management
- Board of Directors
- None of these

10. 2.In Marxist approach, concerns with wage related disputes are

*Mark only one oval.*

- Primary
- Secondary
- Tertiary
- Not considered

11. 3.Which of the following is (are) not acceptable to Marxists?

*Mark only one oval.*

- Enterprise bargaining
- Employee participation
- Co-operative work culture
- All of these

12. 4.According to Indian Labour Commission (ILC) major recommendations, Union once recognised should be valid for a period of \_\_\_\_\_ years to be co-terminus with the period of settlement.

*Mark only one oval.*

- Two
- Three
- Four
- Five

13. 5.A proactive industrial relations programme must cover the following decision(s)

*Mark only one oval.*

- Communication
- Competence
- Discipline and conflict
- All of these

14. 6.Which of the following is usually not an objective of industrial relations?

*Mark only one oval.*

- Connectedness
- Collective wisdom
- Conflict prevention
- None of these

15. 7.That the behaviour, actions and role of the individuals are primarily shaped by the cultures of the society is the basic assumption in the:

*Mark only one oval.*

- Pluralist approach
- System approach
- Unitary approach
- Social action approach

16. 8.The utility of non-violence as the means of conflict resolution is the core principle of the:

*Mark only one oval.*

- Marxist approach
- Gandhian approach
- Human relations approach
- None of these

17. 9."Organisations are made up of people and the success of management lies in its dealings with these people." This is the fundamental of the:

*Mark only one oval.*

- Marxist approach
- Gandhian approach
- Human relations approach
- Giri approach

18. 10.Which of the following approaches insists on investigating the underlying trends and patterns in the cause and effect of industrial disputes?

*Mark only one oval.*

- Gandhian approach
- Giri approach
- Industrial sociology approach
- Pluralist approach

19. 11.Industrial Dispute Act, 1947 provides the following industrial relations machinery for resolution of conflicts: (Tick mark the wrong one):

*Mark only one oval.*

- Negotiation
- Conciliation
- Mediation
- Arbitration

20. 12.The logical and possible sequences of positions that could be held by an individual based on what and how well he performs-in an organisation is called:

*Mark only one oval.*

- Career
- Career Anchors
- Career Path
- Succession Planning

21. 13.Which Act of Parliament defines a 'trade union' and governs much of the law on industrial relations?

*Mark only one oval.*

- The Trade Union Act 1926
- The Trade Union and Labour Relations Act 2005
- The Trade Union and Labour Relations (Consolidation) Act 1991
- The Trade Union and Labour Relations (Consolidation) Act 1992



22. 14. Who is responsible for the maintenance of the 'lists' of independent trade unions?

*Mark only one oval.*

- The Health and Safety Executive
- Ombudsman
- The Central Arbitration Committee
- The Certification Officer

23. 15. Which of the following best explains the term 'union ballots'?

*Mark only one oval.*

- A ballot is the system by which union members vote for, e.g. industrial action.
- A ballot is the method by which a union recruits new members
- A ballot is the method by which a union expels members
- A ballot is the system by which union members put forward information for listing

24. 16. A ballot is the system by which union members vote for, e.g. industrial action. A ballot is the method by which a union recruits new members. A ballot is the method by which a union expels members. A ballot is the system by which union members put forward information for listing

*Mark only one oval.*

- A process by which a union negotiates with suppliers for the provision of e.g. office furniture
- A process by which a union meets with another union to discuss recruitment
- A process by which a union recruits new members
- A process by which a union negotiates with an employer on behalf of its members on matters concerning the terms and conditions of employment

25. 17.Which of the following is not an 'industrial tort'?

*Mark only one oval.*

- Gross misconduct
- Conspiracy
- Inducement
- Intimidation

26. 18.Who are the actors of Industrial Relations?

*Mark only one oval.*

- Workers and their organisations
- Employers and their organisations
- Government and the role of the State
- All of these

27. 19.Which are the machineries for settlement of Industrial Disputes?

*Mark only one oval.*

- Industrial Tribunal
- National Tribunal
- Labour court
- All of these

28. 20.Which of the following is not a disciplinary action against employees?

*Mark only one oval.*

- Dismissal
- Increments
- Discharge
- Disciplinary demotion

29. 21.How many days in advance does the occupier of a factory premises gives notice of occupancy to the chief inspector?

*Mark only one oval.*

- 15 days
- 20 days
- 10 days
- 25 days

30. 22.As per the factories act, after how many years should the factory premises be painted and refurbished?

*Mark only one oval.*

- 5 years
- 10 years
- 8 years
- Annually

31. 23. Section 2(g) under the factories act defines \_\_\_\_\_

*Mark only one oval.*

- Factory
- Power
- Worker
- Occupants

32. 24. Which of the following diseases is not mentioned in the section 89 of factories act?

*Mark only one oval.*

- Anthrax
- Asbestosis
- Phosphorus
- Pneumonia
- 25 LABOUR LAW I (LLB401\_2019\_2020) Even Sem Exam ----->Even Sem Exam (2) MCQ  
What is the minimum number of trade union members required in registering themselves as a union? 1 7

33. 25. What is the minimum number of trade union members required in registering themselves as a union?

*Mark only one oval.*

- 7
- 10
- 5
- . 15

34. 26.Which act in Industrial Relations defines the term trade union?

*Mark only one oval.*

- Industrial Trade Resolution, 1962
- . Industrial Policy, 1991
- The trade union and labour relations (consolidation) Act, 1992
- The industrial Employment Act, 1946

35. 27.If the date of operation is not mentioned in the awards, then according to sub - section 1 or 3 when is the award put into effect?

*Mark only one oval.*

- One month after the date of enforcement
- On the date of enforcement
- One week after the day of enforcement
- None of these
- Other: \_\_\_\_\_

36. 28.What is the maximum wage period for the payment of wages?

*Mark only one oval.*

- 1 month
- 40 days
- 45 days
- 60 days

37. 29.1 month40 days45 days60 days

*Mark only one oval.*

- 10th day
- 2nd day
- 7th day
- None of these

38. 30.A combined refusal in buying products of employers, union members as well as employees, known as

*Mark only one oval.*

- boycott
- .impasse boycott
- strike
- picketing

39. 31.Industrial Relation refer to :

*Mark only one oval.*

- Central Government and State Government relations.
- Employer, Employees and Government relationship.
- Management and Customers relationship.
- Government and Public relations.

40. 32.Absence of strikes and lock-outs is an indicator of:

*Mark only one oval.*

- Peaceful industrial relations.
- Friendly industrial relations
- Disturbed industrial relations
- None of these

41. 33.The Government's strategy in maintaining industrial relations in India is:

*Mark only one oval.*

- Laissez fair
- Total intervention
- Required intervention.
- None of these

42. 34.Which of the following is said to be an important aspect of industrial relations?

*Mark only one oval.*

- Profit and loss of the organisation
- Future expansion programme
- Conflict and co-operation
- Quality Control

43. 35.Which of the following cannot be said to be tripartite machinery in the field of industrial relations?

*Mark only one oval.*

- Indian Labour Conference
- Standing Labour Committee
- International Labour Organisation
- Wage board.

44. 36.Which of the following legislations cannot be included in the category of industrial relations legislations in India?

*Mark only one oval.*

- Industrial Disputes Act, 1947
- Trade Union Act, 1926
- Industrial Employment (Standing orders)Act, 1946
- .Equal Remuneration Act. 1976

45. 37.Which of the following methods is more prominent in settling industrial disputes in India?

*Mark only one oval.*

- Voluntary Arbitration
- Conciliation
- Adjudication
- Mediation



46. 38. Conciliation is a method in which a third person:

*Mark only one oval.*

- .Mediates in and persuades the parties to come to an amicable settlement.
- Listens to both the parties and gives his own decision.
- Gives his decision without listening to the parties.
- None of these

47. 39. Which of the following methods is not incorporated under the industrial disputes act, 1947.

*Mark only one oval.*

- Collective bargaining.
- Conciliation
- Arbitration
- Adjudication.

48. 40. Which one of the following machineries cannot be said to be machinery for settling industrial disputes?

*Mark only one oval.*

- Labour Court
- Tribunal
- Consumers court
- National Tribunal

49. 41. Among the methods for settlement for industrial disputes listed below, which one is not relevant here?

*Mark only one oval.*

- Collective Bargaining
- Compulsory Adjudication.
- Voluntary Arbitration
- Reference to civil court

50. 42. According to the industrial disputes act, 1947 which of the following matters does not fall within the jurisdiction of labour court?

*Mark only one oval.*

- Application and interpretation of standing orders.
- Discharge or dismissal of workmen.
- Illegality or otherwise of a strike or lockout.
- Wage including the period and mode of payment.

51. 43. According to the industrial disputes act, 1947 wage includes:

*Mark only one oval.*

- Any Traveling Concession.
- Bonus.
- Gratuity
- Employer's contribution to provident fund

52. 44. Under the industrial disputes act, 1947 which one of the following does not come under unfair labour practices?

*Mark only one oval.*

- Employer's refusal to conduct secret ballot elections for union recognition.
- Gherao.
- Employer preventing a worker from joining a union.
- Workers causing damage to the property of the employer.

53. 45. Which of the following authorities does not use conciliation as the method of settlement of industrial dispute?

*Mark only one oval.*

- Conciliation Officer
- Court of inquiry
- Board of Conciliation
- All these

54. 46. A temporary closing of employment due to industrial dispute or the suspension of work or the refusal by an employer to continue to employ any number of persons engaged by him would mean that :

*Mark only one oval.*

- The industrial establishment is close down.
- The industrial establishment is locked out.
- The workmen of the industrial establishment are kept under suspension.
- None of these

55. 47.From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?

*Mark only one oval.*

- Canteen
- Creches
- Drinking water
- First aid

56. 48.If there are 100 workers in a factory, then one seat is allotted to how many workers

*Mark only one oval.*

- 25
- 50
- 100
- 75

57. 49.In cubic meters how much space is allotted to each worker after the commencement of factories act?

*Mark only one oval.*

- 9.5
- 10
- 14.2
- 1

58. 50. In the maternity act, an inspector is appointed under which section?

*Mark only one oval.*

Section 14

Section 2

Section 10

Section 15

59. 51. Under Factories Act, appointment of a Safety Officer is mandatory where the no. of employees exceeds \_\_\_\_\_

*Mark only one oval.*

1000

500

100

50

60. 52. Under the Factories Act, white washing of the factory building should be carried out in every \_\_\_\_\_ months:

*Mark only one oval.*

12

24

26

14

61. 53. Under the Industrial Dispute Act, 1947 which of the following industrial relations machinery resolves the conflicts:

*Mark only one oval.*

- Negotiation
- Arbitration
- Mediation
- Conciliation

62. 54. \_\_\_\_\_ should be provided when 250 employees are employed as per Factories Act, 1948:

*Mark only one oval.*

- Loan
- Pension
- Gratuity
- Canteen

63. 55. The formation and registration of 'trade union' is governed under:

*Mark only one oval.*

- The Trade Union Act 1926
- The Trade Union and Labour Relations Act 2005
- The Trade Union and Labour Relations (Consolidation) Act 1991
- The Trade Union and Labour Relations (Consolidation) Act 1992

64. 56.The occupier of a factory premises should provide notice in advance to the chief inspector before:

*Mark only one oval.*

- 25 days
- 20 days
- 10 days
- 15 days

65. 57.The general duties of an occupier is/are:

*Mark only one oval.*

- Maintenance of a plant and system of work in factory are safe, without risks to health.
- Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances.
- Both (a) & (b)
- None of these

66. 58.The factory premises should be painted in every \_\_\_\_\_ years as per the Factories Act, 1948:

*Mark only one oval.*

- 5 years
- 10 years
- 8 years
- Annually

67. 59.The notice of dissolution should be signed by:

*Mark only one oval.*

- 10 members and the secretary of the trade union
- 20 members and the secretary of the trade union
- 5 members and the secretary of the trade union
- 7 members and the secretary of the trade union

68. 60.The time period required to award the arbitration are to be published from the date of its receipt by the appropriate government?

*Mark only one oval.*

- 15 days
- 30 days
- 7 days
- 1 day

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