

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

Course Name - –Labour and Industrial Law

Course Code - LLM401A

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Answer all the questions. Each question carry one mark.

9. 1. 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

10. 2. Which of the following is not a characteristic of the Hot Stove Rule of Discipline?

Mark only one oval.

- Immediacy
- Consistency
- Forewarning
- Secrecy

11. 3. 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.

12. 4. Which section of the act covers the topic annual leave with wages?

Mark only one oval.

- Section 27
- Section 5
- Section 86
- Section 79

13. 5. 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
- The Trade Union and Labour Relations (Consolidation) Act 1991
- The Trade Union and Labour Relations (Consolidation) Act 1992

14. 6. 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

15. 7. The provision for cooling water during hot weather should be made by the organisation if it employs _____ or more employees

Mark only one oval.

- 200
- 250
- 300
- 150

16. 8. 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.

17. 9. Wild cat strike means:

Mark only one oval.

- A strike declared suddenly and without prior notice.
- Workers resorting to violence during the strike.
- A strike declared with the prior notice
- Standing demonstration at the gate of organisation.

18. 10. 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

19. 11. Which of the following is usually not an objective of industrial relations?

Mark only one oval.

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

20. 12. Which of the following is not an 'industrial tort'?

Mark only one oval.

- Gross misconduct
- Conspiracy
- Inducement
- Intimidation

21. 13. In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the ____ day.

Mark only one oval.

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

22. 14. 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

23. 15. Under Factories Act, appointment of a Welfare Officer is mandatory where the no. of employees exceeds _____

Mark only one oval.

- 1000
- 500
- 100
- 50

24. 16. The following is (are) included in ILO's standards with regard to industrial relations

Mark only one oval.

- Right of association
- Right to organize and collective bargaining
- Tripartite consultants
- All of these

25. 17. Under which of the The Trade Union and Labour Relations following situations may a union refuse to admit a person or expel a member?

Mark only one oval.

- Because they do not
- Because of their financial means feel that they are a suitable member
- Because of misconduct
- Because of their current state of health

26. 18. What is the time period in which all the awards of the arbitration are to be published from the date of its receipt by the appropriate government?

Mark only one oval.

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

27. 19. The conciliation officer generally concludes his proceeding within:

Mark only one oval.

- Ten Days
- Fourteen days
- One month
- Two months

28. 20. Maximum bonus under the Payment of Bonus Act is _____

Mark only one oval.

8.33%

10%

24%

20%

29. 21. Pluralistic approach perceives _____ as legitimate representative of employee interests

Mark only one oval.

Trade unions

Management

Board of Directors

None of these

30. 22. 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

31. 23. If there are ____ numbers of employees, then the employer has to provide a canteen.

Mark only one oval.

- 250
- 510
- 320
- 100

32. 24. Which of the following is not included under industrial relations policy of a country?

Mark only one oval.

- Recognition of trade unions and collective bargaining.
- Restrictions on strikes and lock-outs.
- Workers participation in management
- Principles of wages determination.

33. 25. 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

34. 26. Productivity bargaining is considered as a classic example of the:

Mark only one oval.

- Oxford school approach
- Giri approach
- Human relations approach
- Gandhian approach

35. 27. In which year did factories act come into force?

Mark only one oval.

- 23rd September, 1948
- 1st April, 1949
- 4th April, 1949
- 12th September, 1948

36. 28. Which one of the following international organisations is directly related to industrial relations?

Mark only one oval.

- United Nations Organisation
- UNESCO
- World Health Organisation
- International Labour Organisation.

37. 29. How many hours in a week can an adult work as per factories act?

Mark only one oval.

- 9 hours
- 56 hours
- 34 hours
- 48 hours

38. 30. Cold drinking water to be provided to the employees during hot weather in organisations employing _____ or more employees:

Mark only one oval.

- 200
- 250
- 300
- 150

39. 31. "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

40. 32. Which of the following is not usually an example of indirect participation by the employees in participative management?

Mark only one oval.

- Worker-director
- A joint management council member
- Collective bargaining
- Suggestion-box scheme

41. 33. Who is known as 'safety valve' in the field of industrial relations?

Mark only one oval.

- Employer
- Trade Union
- Safety officer
- Welfare officer

42. 34. 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

43. 35. The gratuity of an employee can be forfeited in case of:

Mark only one oval.

- Termination for riotous or disorderly conduct
- Wilful omission or negligence
- Offence involving moral turpitude
- All of these

44. 36. The balance of power is not vested with anyone group; rather, it is maintained between the parties to the industrial relations." This is the essence of the:

Mark only one oval.

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

45. 37. Which of the following can a union do once it is 'recognised'?

Mark only one oval.

- Apply to engage in the 'closed shop'
- Engage in collective bargaining with an employer
- Apply to be referred to as a 'workplace union'
- Apply for union status

46. 38. An employer's refusal to provide work opportunities, is classified as

Mark only one oval.

- grievance procedure
- lock out
- injunction
- strike procedure

47. 39. According to the industrial disputes act, 1947 wage includes:

Mark only one oval.

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

48. 40. Under the Payment of Gratuity Act, the rate of gratuity is _____ salary for every completed year of service

Mark only one oval.

- 20 days
- 30 days
- 15 days
- 2 months

49. 41. In case of retrenchment, worker is entitled to ____ months notice or notice pay in lieu of notice

Mark only one oval.

- One
- Two
- Three
- Four

50. 42. 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

51. 43. 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

52. 44. Till what period from the conclusion of adjudication proceedings a workman cannot go on strike under the industrial disputes act' 1947

Mark only one oval.

- Six Months
- Four months
- Three months
- Two months

53. 45. Employees' share of contribution under the ESI Act is _____

Mark only one oval.

- 8.33%
- 1.75%
- 0.75%
- None of these

54. 46. In Marxist approach, concerns with wage related disputes are

Mark only one oval.

- Primary
- Secondary
- Tertiary
- Not considered

55. 47. As per Factories Act, 1948 canteen should be provided in factory where more than _____ workers are employed:

Mark only one oval.

- 100
- 250
- 600
- 1000

56. 48. 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

57. 49. Which of the following methods is more prominent in settling industrial disputes in India?

Mark only one oval.

- Voluntary Arbitration
- Conciliation
- Adjudication
- Mediation

58. 50. What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?

Mark only one oval.

- 365 days
- 120 days
- 80 days
- 240 days

59. 51. The performance appraisal method which rates the appraisee on various parameters on a point scale is:

Mark only one oval.

- Critical Incident Method
- MBO Method
- Graphic Rating Sheet
- Bell Curve Appraisal

60. 52. 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

61. 53. Which of the following areas cannot be directly included in the field of industrial relations?

Mark only one oval.

- Trade Union Recognition
- Strike and Lock-out
- Minimum wages, Fair wages and Living wages.
- Collective bargaining

62. 54. 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

63. 55. Which of the following approaches assumes that voluntary negotiations between employers and employees are a means of settling disputes?

Mark only one oval.

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

64. 56. Employee empowerment in general means

Mark only one oval.

- Increased job autonomy for the superiors
- Increased job autonomy for the subordinates
- Decreased job autonomy for the subordinates
- None of these

65. 57. 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

66. 58. In India, the 'right to strike' is:

Mark only one oval.

- A Fundamental right
- Conferred by legislation.
- Provided under the directive Principal of state policy.
- Conferred of Government order.

67. 59. Canteen facility should be provided when _____ employee are employed as per Factories Act, 1948:

Mark only one oval.

- 100
- 250
- 600
- 1000

68. 60. Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalised society?

Mark only one oval.

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

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