



BRAINWARE UNIVERSITY

ODD Semester Examinations 2021- 22

Programme – Master of Business Administration - 2020 [MBA]

Course Name – Employee Relations

Course Code – HR302

(Semester III)

Time allotted : 1 Hour 15 Minutes

Full Marks : 60

(Multiple choice type question)

60 x 1 = 60

Choose the correct alternative from the following

- (I) Equal Remuneration Act, 1976 was enacted to check :
- | | |
|---------------------------------------|------------------------------------|
| A) Geographical wage differentials. | B) Occupational wage differentials |
| C) Inter-industry wage differentials. | D) Wage differential based on sex |
- (II) According to the Minimum Wages Act, 1948, minimum rates of wages may be fixed by which of the following wage periods:
- | | |
|---|--|
| A) by the hour, by the day, by the week, by the month | B) by the hour, by the day, by the month |
| C) by the hour, by the day, by the month, by the year | D) All of these |
- (III) Productivity bargaining is considered as a classic example of the:
- | | |
|-----------------------------|----------------------|
| A) Oxford school approach | B) Giri approach |
| C) Human relations approach | D) Gandhian approach |
- (IV) Which one of the following is true with regard to the Constitution of the Advisory Committee constituted under the Equal Remuneration Act, 1976?
- | | |
|---|--|
| A) The committee consists of ten persons of which one-third shall be women | B) The committee consists of not less than ten persons of which one-half shall be women. |
| C) The committee consists of twelve persons of which one-fourth shall be women. | D) The committee consists of eight persons of which one-half shall be women. |
- (V) Which of the following stands for bonus in the context of Indian situation?
- | | |
|-------------------|------------------|
| A) Profit sharing | B) Deferred wage |
| C) Incentive | D) None of these |
- (VI) Equal Remuneration Act, 1976 was mainly enacted to check
- | | |
|-----------------------|---|
| A) Child Exploitation | B) Men Exploitation |
| C) Women Exploitation | D) Both Men Exploitation and Women Exploitation |
- (VII) In cubic meters how much space is allotted to each worker after the commencement of Factories Act?
- | | |
|---------|---------|
| A) 9.5 | B) 10 |
| C) 14.2 | D) 12.4 |
- (VIII) What would be the maximum representation of the independent members in the Central Advisory Board constituted under the Minimum Wages Act, 1948?
- | | |
|--------------|---------------|
| A) One-third | B) One-half |
| C) Two-third | D) One-fourth |
- (IX) "Organisations are made up of people and the success of management lies in its dealings with these people." This is the fundamental of the:
- | | |
|-----------------------------|----------------------|
| A) Marxist approach | B) Gandhian approach |
| C) Human relations approach | D) Giri approach |
- (X) According to Plantation Labour Act, 1951, "adolescent" means a person who has completed his fourteenth year but has not completed his _____ year
- | | |
|---------------|-------------|
| A) Seventieth | B) Sixtieth |
| C) Eighteenth | D) Ninth |

- (XI) The provision of Unfair Labour Practices is incorporated under which labour legislation?
- A) The Trade Unions Act
B) The Industrial Employment (Standing Orders) Act
C) The Industrial Disputes Act
D) The Factories Act
- (XII) Which of the following approaches assumes that voluntary negotiations between employers and employees are a means of settling disputes?
- A) Marxist approach
B) Giri approach
C) Human relations approach
D) Gandhian approach
- (XIII) If the employee is terminated or removed for the employment by the employer, the wage of that employee should be paid within _____ days from the day on which he was removed or terminated.
- A) 7 days
B) 15 days
C) 30 days
D) 2 days
- (XIV) If any question arises as to whether any excavation/premises is to be considered mine, which of the following authorities may decide the question?
- A) State Government
B) Central Government
C) Chief Inspector of Mines
D) Inspector of Mines
- (XV) Under which labour legislation in India the provision of check-off has been accepted?
- A) Industrial Disputes Act, 1947
B) Trade Unions Act, 1926
C) Payment of Wages Act, 1936
D) Industrial Employment (Standing Orders) Act
- (XVI) Under the Equal Remuneration Act, 1976 remuneration means
- A) Basic wage and emoluments what so ever payable
B) Basic wage and dearness allowance
C) Basic wage only
D) None of these
- (XVII) Where an employee has any claims under this Act, he may present an application within _____ months from the date on which the minimum wages became payable as per the Minimum Wages Act, 1948.
- A) 3 months
B) 6 months
C) 9 months
D) 12 months
- (XVIII) As per the factories act, after how many years should the factory premises be painted and refurbished?
- A) 5 years
B) 2 years
C) 10 years
D) Annually
- (XIX) Under the Payment of Bonus Act, 1965, what is the minimum number of days an employee should have served in a year in the organisation to be entitled for getting bonus?
- A) Two hundred and forty days
B) Thirty days
C) One hundred and ninety five days
D) One hundred and twenty days
- (XX) Under the payment of Bonus Act, 1965, the gross profits derived by an employer from an establishment in respect of any accounting year shall be computed
- A) In case of Banking Company according to schedule II and in any other case schedule I.
B) In case of Banking Company according to schedule I and in any other case schedule II
C) In case of Banking Company and in any other case schedule I.
D) In case of Banking Company and in any other case schedule II.
- (XXI) If there are _____ numbers of employees, then the employer has to provide a canteen.
- A) 250
B) 510
C) 320
D) 100
- (XXII) The Payment of Bonus Act, 1965 is applicable to an employee who draws wage or salary of
- A) 3,500 in case of apprentice
B) 5,000 in case of apprentice and employee
C) 21,000 in case of employee only
D) 10,000 in case of employee only
- (XXIII) Who of the following can not be appointed as an authority to hear and decide for any specified area any claims arising out of payment of less than the minimum rate of wages
- A) Labour Commissioner
B) Stipendiary Magistrate
C) Any Gazetted officer
D) Judge of a Civil Court
- (XXIV) Which of the following statements about workers' participation in Management in India is not true?
- A) It is a part of the 20 point Economic programme.
B) It is provided in the Directive Principles of State Policy.

C) It is made a Constitutional provision under the 42nd Amendment Act.

D) It is a justifiable right of the workers.

(XXV) Which of the following days is/are included in the calculation of “working and present” days as per the Payment of Bonus Act, 1965?

A) laid off ,on leave with salary or wage;absent due to temporary disablement caused by accident in the course of his employment;on sick leave

B) laid off ,on leave with salary or wage;on sick leave,on bereavement leave

C) laid off ,on leave with salary or wage;absent due to temporary disablement caused by accident in the course of his employment;on maternity leave

D) All of these

(XXVI) Which of the following bodies is provided under the Minimum Wages Act, 1948?

A) Standing Labour Committee

B) Advisory Board

C) Central Council

D) Executive Authority

(XXVII) Minimum Wages Act, 1948 aims to

A) check exploitation of labour by employer.

B) encourage workers to produce more.

C) maintain purchasing power of wages.

D) pay workers according to their work.

(XXVIII) The Minimum Wages Act came into force on

A) 1st March 1948

B) 20th August 1947

C) 15th March 1948

D) 30th April 1948

(XXIX) Which Act provides 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

(XXX) Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?

A) Basic Wage

B) Dearness Allowance

C) Incentive

D) Gratuity

(XXXI) Which of the following statements relating to the participation of workers in Management Bill, 1990 is not correct?

A) The Bill was introduced in the Lok Sabha on the 30th May, 1990.

B) The introduction of this Bill was the first comprehensive legislative effort towards the promotion of workers’ participation in management in India.

C) The Bill envisaged a three-tier system of workers’ participation in management.

D) The Bill provided for the appointment of Inspectors and specified penalties for violating the provisions of the Act when enacted.

(XXXII) What is the minimum period an employee should have worked in an accounting year in an establishment to become eligible for bonus under the payment of Bonus Act, 1965?

A) Forty five days

B) Sixty days

C) Thirty days

D) Ninety days

(XXXIII) The present wage ceiling per month for the purpose of the Payment of Wages Act, 1936 is

A) Rs. 10,000/-

B) Rs. 15,000/-

C) Rs. 18,000/-

D) Rs. 20,000/-

(XXXIV) The utility of non-violence as the means of conflict resolution is the core principle of the:

A) Marxist approach

B) Gandhian approach

C) Human relations approach

D) None of these

(XXXV) The State Government can add a Schedule by giving a notice of not less than

A) 3 months

B) 6 months

C) 9 months

D) 12 months

(XXXVI) As per section 2 in Factories Act, who will be called as an adult?

A) A person who has completed 21 years of age

B) A person who is less than 19 years of age

C) A person who has completed 24 years of age

D) A person who has completed 18 years of age

(XXXVII) According to Payment of Wages Act, 1936, the maximum wage period or payment of wages to employees by employer should not exceed

A) 45 days

B) 15 days

C) 30 days

D) 60 days

(XXXVIII) From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?

- A) Canteen
B) Creches
C) Working Instruments
D) First aid

(XXXIX) 'First come last go and last come first go' is the principle of

- A) Retrenchment
B) Closure
C) Lay-off
D) Dismissal

(XL) Where there is no available surplus in respect of that year, falls short of the amount of minimum bonus payable to the employees, and there is no amount of sufficient amount carried forward then, such minimum amount or the deficiency, shall be carried forward. This is known as

- A) Set on
B) Set forward
C) Set off
D) Set new

(XLI) Section 2(k) of Factories Act defines _____

- A) Factory
B) Manufacturing process
C) Worker
D) Occupants

(XLII) Which of the following statements is not correct as per the Payment of Bonus Act, 1965?

- A) It is applicable to construction industry.
B) It does not apply to employees in Life Insurance Corporation of India
C) Allocable surplus means 67% of the available surplus.
D) Employee means any person including apprentice.

(XLIII) How many hours in a week can an adult work as per factories act?

- A) 9 hours
B) 56 hours
C) 34 hours
D) 48 hours

(XLIV) Total amount of fine imposed by the employer on employees should not exceed _____ percentage of his wage

- A) 0.01
B) 0.03
C) 0.07000000000000001
D) 0.05

(XLV) Which of the below mentioned provisions come under safety provisions?

- A) Lighting
B) Crèche
C) Self-acting machinery
D) Ventilation and Temperature

(XLVI) As per the Minimum Wages Act, 1948, the penalty on employer for paying less than the minimum rate of wages shall be

- A) Imprisonment up to 2 months, or Fine up to Rs 1000, or both
B) Imprisonment up to 3 months, or Fine up to Rs 5000, or both
C) Imprisonment up to 4 months, or Fine up to Rs 2000, or both
D) Imprisonment up to 6 months, or Fine up to Rs 500, or both

(XLVII) In case of a claim arising out of payment of less than the minimum rate of wages, the payment of compensation shall not exceed _____ times the amount of minimum wage payable in excess.

- A) 2 times
B) 5 times
C) 10 times
D) 20 times

(XLVIII) The Descending Participation i.e., Workers' participation in work was propounded by

- A) The Fabians
B) The Harvard Group
C) The Oxford Group
D) The Tavistock Group

(XLIX) According to the Mines Act, 1952, reportable injury means any injury other than a serious bodily injury which involves, or in all probability will involve, the enforced absence of the injured person from work for a period of

- A) 24 hours or more
B) 48 hours or more
C) 72 hours or more
D) 96 hours or more

(L) That the authority rests solely with the management with no right to anyone to challenge it is the basis of the:

- A) Pluralist approach
B) System approach
C) Unitary approach
D) Social action approach

(LI) The Minimum Wages Act in India is the outcome of recommendations of which of the following?

- A) Rege Committee and Indian Labour Conference
B) Rege Committee, Indian Labour Conference and Royal Commission on Labour
C) Rege Committee, Indian Labour Conference, Labour Investigation Committee, Royal Commission on Labour
D)

- (LII) As per the provision of the Minimum Wage Act, 1948, the appropriate Government may fix minimum rate of wages for
- A) time work
 - B) piece work
 - C) guaranteed time rate
 - D) All of these
- (LIII) According to the Minimum Wages Act, 1948, if there are less than _____ employees in the whole state then the appropriate Government may refrain from fixing minimum rates of wages in respect of any scheduled employment.
- A) 10000
 - B) 5000
 - C) 2500
 - D) 1000
- (LIV) Under the provisions of the Minimum Wages Act 1948, which one of the following is a component of 'Wages'?
- A) Value of house
 - B) Value of medical attendance
 - C) Travelling allowance
 - D) House rent allowance
- (LV) The Equal Remuneration Act 1976 was last amended in the year?
- A) 2016
 - B) 2010
 - C) 2005
 - D) 1987
- (LVI) Where any bonus due from his employer, the employee may make an application to the appropriate Government for the recovery of the bonus within
- A) 12 months
 - B) 6 months
 - C) 3 months
 - D) 24 months
- (LVII) In which year did the payment of wages act come into force?
- A) 23rd April, 1925
 - B) 28th March, 1940
 - C) 23rd April, 1936
 - D) 28th March, 1937
- (LVIII) Which one of the following Articles of the Indian Constitution has been made effective with the enactment of the Equal Remuneration Act, 1976?
- A) Article 39
 - B) Article 43
 - C) Article 41
 - D) Article 42
- (LIX) Which of the following approaches insists on investigating the underlying trends and patterns in the cause and effect of industrial disputes?
- A) Gandhian approach
 - B) Giri approach
 - C) Industrial sociology approach
 - D) Pluralist approach
- (LX) The minimum bonus earned by an employee in an accounting year shall be _____ percent of the salary or Rs. _____ whichever is higher, as per the Payment of Bonus Act, 1965.
- A) 8.33% or Rs. 100
 - B) 7.90% or Rs. 80
 - C) 8.23% or Rs. 200
 - D) 7.50% or Rs. 90