



## BRAINWARE UNIVERSITY

Term End Examination 2021 - 22

Programme – Master of Business Administration

Course Name – Compensation and Benefits Management

Course Code - HR303

( Semester III )

Time : 1 Hr.15 Min.

Full Marks : 60

[The figure in the margin indicates full marks.]

### Group-A

(Multiple Choice Type Question)

1 x 60=60

Choose the correct alternative from the following :

- (1) International Labour Organization was formulated in \_\_\_\_\_.  
a) 1925  
b) 1939  
c) 1919  
d) 1929
- (2) \_\_\_\_\_ is not a chief organ of UNO.  
a) I.L.O.  
b) Security Council  
c) International Court  
d) General Assembly
- (3) The Constitution of India upholds the principle 'Freedom of Association' as a fundamental right enunciated by ILO Convention in \_\_\_\_\_  
a) Article 20(C)  
b) Article 19(C)  
c) Article 24(C)  
d) Article 18(C)
- (4) The ongoing globalization in the country needs reforms in our labour laws. The forces oppose changes in the existing labour legislations is \_\_\_\_\_  
a) Government  
b) Labour and Trade Unions  
c) Employers' Associations  
d) Human Rights' Commission
- (5) In which country Productivity Bargaining was first used?  
a) USA  
b) India  
c) UK  
d) Germany
- (6) First National Commission on Labour as made in \_\_\_\_\_  
a) 1922  
b) 1969  
c) 1972  
d) 1993
- (7) No employer can pay less than \_\_\_\_\_.  
a) Agreed wages  
b) Earning

- c) Minimum wages  
d) Trade union demand
- (8) Award means an interim or a final determination of any industrial dispute are determined by  
a) Labour Court  
b) Arbitrator  
c) Both Labour Court and Arbitrator  
d) None of these
- (9) The principle of 'equal pay for equal work' is contained in which Article of the Indian Constitution?  
a) Article 7  
b) Article 70  
c) Article 71  
d) Article 17
- (10) Labour issues are solved in \_\_\_\_\_  
a) Labour Court  
b) District Court  
c) High Court  
d) Consumer Court
- (11) 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
- (12) 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
- (13) The total amount of deductions from wages of employees should not exceed \_\_\_\_\_  
a) 0.5  
b) 0.7  
c) 0.25  
d) 0.4
- (14) Fine should be recovered within \_\_\_\_\_ days from the date on which fine were imposed.  
a) 30 days  
b) 45 days  
c) 60 days  
d) 75 days
- (15) Which one of the following is not based on the principle of welfare?  
a) Mica Mines Labour Welfare Funds Act  
b) Iron Ore Mines Labour Welfare Funds Act  
c) Minimum Wages Act  
d) Dock Workers (Safety, Health, Welfare) Act
- (16) Which of the following legislations apply to unorganized sector workers in India?  
a) Minimum Wages Act  
b) Child Labour (Prohibition and Regulation) Act, 1986  
c) Contract Labour (Regulation and Abolition) Act, 1970  
d) All of these
- (17) Wages of every person employed in organization of less than 1000 persons, shall be paid before expiry of \_\_\_\_\_  
a) 5th day  
b) 7th day  
c) 10th day  
d) 12th day
- (18) In case of termination of employment, wages shall be paid before expiry of \_\_\_\_\_ from day on which his employment is terminated  
a) 2nd day  
b) 5th day  
c) 7th day  
d) 10th day
- (19) As per Factories Act, 1948 canteen should be provided in factory where more than \_\_\_\_\_





- es produced per hour
- cles produced per hour
- 8) Employee contribution to Employees' State Insurance Corporation fund is:
- a) 0.0075
- b) 0.12
- c) 0.0475
- d) None of these
- 9) Difference in wages between people with similar skills within differing localities or industries as well as between employees with dissimilar skills within the same industry – is known as:
- a) Equity of wage
- b) Wage differential
- c) Wage differential
- d) None of these
- 10) Written permission must be obtained from the employee for making payment of wages by \_\_\_\_\_.
- a) Cheque
- b) Crediting in his account
- c) Both Cheque and Crediting in his account
- d) Neither Cheque nor Crediting in his account
- 11) Responsibility for payment of wages in Payment of Wages Act is under \_\_\_\_\_.
- a) Section 4
- b) Section 3
- c) Section 5
- d) Section 13
- 12) \_\_\_\_\_ nominated employees are liable for payment of wage in case of railways.
- a) Railway Administration
- b) State Government
- c) Central Government
- d) Trade Union
- 13) The total amount of deductions from wages of employees including cooperative loans should not exceed \_\_\_\_\_.
- a) 0.5
- b) 0.7
- c) 0.25
- d) 0.4
- 14) Statutory minimum wage is fixed under \_\_\_\_\_.
- a) Payment of Wages Act, 1936
- b) Equal Remuneration Act, 1976
- c) Workmen's Compensation Act, 1923
- d) Minimum Wages Act, 1948
- 15) Wages of every person employed in organization of more than 1000 persons, shall be paid before expiry of \_\_\_\_\_.
- a) 5th day
- b) 7th day
- c) 10th day
- d) 12th day
- 16) An allowance provided to compensate higher cost of living in a metropolitan or large cities:
- a) Dearness allowance
- b) City compensatory allowance
- c) Child education allowance
- d) None of these
- 17) House rent allowance is provided as a percentage of :
- a) Basic pay
- b) Cost to company
- c) Net pay after statutory deductions
- d) Basic plus Dearness Allowance
- 18) An allowance provided to meet up house rent expenditure of employees – is:
- a) Conveyance allowance
- b) House rent allowance
- c) Dearness allowance
- d) None of these
- 19) What are the major drawbacks of incentive schemes?
- a) Conflict regarding scheme proposal
- b) Violation of safety norms with an intention to produce more.

- c) Quality deterioration  
 (50) Strategic merging of dearness allowance with basic pay is known as:  
 a) Merger  
 c) Commutation  
 (51) The advantage of employee reward system includes:  
 a) Better employee retention  
 c) Employee satisfaction  
 (52) Dearness allowance is computed on the basis of:  
 a) All India Consumer Price Index  
 c) Gross National Product  
 (53) Payments made to employees to adjust real wage is called  
 a) base pay  
 c) Dearness Allowance  
 (54) Which of the following statements is not correct as per the Payment of Bonus Act, 1965?  
 a) It is applicable to construction industry.  
 c) Allocable surplus means 67% of the available surplus.  
 (55) The ceiling on wage or salary for calculation of bonus under the Payment of Bonus Act, 1965 is \_\_\_\_\_  
 a) Rs. 2,500  
 c) Rs. 21,000  
 (56) The minimum bonus which an employer is required to pay even if he suffers losses during the accounting year or there is no allocable surplus is \_\_\_\_\_ of the salary or wages during the accounting year.  
 a) 0.1  
 c) 0.0833  
 (57) The bonus should be paid in cash within \_\_\_\_\_ from the close of the accounting year  
 a) 8 months  
 c) 12 months  
 (58) "Co-operative Society" is defined under \_\_\_\_\_  
 a) Section 2(8)  
 c) Section 2(10)  
 (59) What should be minimum bonus of salary or wages by Payment of Bonus Act?  
 a) 0.0333  
 c) 0.3  
 (60) According to Payment of Bonus Act, 1965, maximum bonus is \_\_\_\_\_  
 a) 20% of the salary or wages  
 c) 30% of the salary or wages
- d) All of these  
 b) Neutralization  
 d) None of these  
 b) Better employee attitude  
 d) All of these  
 b) Gross Domestic Product  
 d) None of these  
 b) wages  
 d) salaries  
 b) It does not apply to employees in Life Insurance Corporation of India.  
 d) Employee means any person including apprentice.  
 b) Rs. 3,500  
 d) Rs. 7,000  
 b) 0.2  
 d) 0.0633  
 b) 6 Months  
 d) 3 months  
 b) Section 2(9)  
 d) Section 2(11)  
 b) 0.0833  
 d) 0.2  
 b) 25% of the salary or wages  
 d) 35% of the salary or wages