

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	ne margin indicates full marks.]
and the second s	doe'd a least a second of the
	Group-A
	e Choice Type Question) 1 x 60=60
Choose the correct alternative from the fo	ollowing:
(1) International Labour Organization was	formulated in
a) 1925	b) 1939
c) 1919	d) 1929
(2) is not a chief organ of	300 - 1000000000000000000000000000000000
a) I.L.O.	b) Security Council
c) International Court	d) General Assembly
(3) The Constitution of India upholds the p ntalright enunciated by ILO Convention	principle 'Freedom of Association' as a fundame
a) Article 20(C)	b) Article 19(C)
c) Article 24(C)	d) Article 18(C)
(4) The ongoing globalization in the countrious oppose changes in the existing labour le	y needs reforms in our labour laws. The forces
a) Government	b) Labour and Trade Unions
c) Employers' Associations	d) Human Rights' Commission
(5) In which country Productivity Bargainin	ng was first used?
a) USA	b) India
c) UK	d) Germany
(6) First National Commission on Labour a	s made in
a) 1922	b) 1969
c) 1972	d) 1993
(7) No employer can pay less than	de mari (b
a) Agreed wages	b) Earning

c) Minimum wages	d) Trade union demand	
(8) Award means an interim or a final determination ed by	-	
a) Labour Court	b) Arbitrator	
 e) Both Labour Court and Arbitrator 	d) None of these	
(9) The principle of 'equal pay for equal work' is Constitution?	contained in which Article of the Indian	
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 ayment of Wages Act, 1936?	he definition of wages given under the P	
a) Basic Wage	b) Dearness Allowance	
c) Incentive	d) Gratuity	
(12) Under which labour legislation in India, the pro	ovision of check-off has been accepted?	
a) Industrial Disputes Act, 1947	b) Trade Unions Act, 1926	
c) Payment - CVI		
c) Payment of Wages Act, 1936	d) Industrial Employment (Standing Orders) A	
(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 withinere imposed.	days from the date on which fine w	
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 such a	
a) Mica Mines Labour Welfare Funds Act	principle of welfare?	
c) Minimum Wages Act	b) Iron Ore Mines Labour Welfare Funds Act	
(16) Which of the following legislations and but	d) Dock Workers (Safety, Health, Welfare) Act	
(16) Which of the following legislations apply to un	organized sector workers in India?	
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 d before expiry of	on of less than 1000 persons, shall be pai	
a) 5th day	b) 7th day	
c) 10th day	d) 12th J	
(18) In case of termination of employment, wages sharp from day on which his employment is to	nell be the e	
a) 2nd day		
c) 7th day	b) 5th day	
(19) As per Factories Act, 1948 canteen should be pr	d) 10th day rovided in factory where more than	
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Brainware University Barasat, Kolkata -700125 workers are employed: a) 100 b) 250 e) 600 d) 1000 (20) What are the general duties of an Occupier? A.Maintenance of a plant and system of w ork in factory are safe, without risks to health. B.Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances. C.Specifying t he area Defining the local mean time ordinarily deserved therein a) D c) Only A & B d) All of these (21) 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 (22) one first-aid box or cupboard with the prescribed contents should be maintained for eve ----- number of workers. a) 25 b) 150 c) 100 d) 75 (23) Before a factory engaged in a manufacturing process which is ordinarily carried on for less than ----- working days in the year resumes working, the occupier sh all send a written notice to the Chief Inspector a) 60 b) 30 c) 180 d) 240 (24) In the maternity act, an inspector is appointed under which section? a) Section 14 b) Section 2 c) Section 10 d) Section 15 (25) What is the minimum number of days that a woman should have worked in an establis hment before claiming the maternity benefit? a) 365 days b) 120 days c) 80 days d) 240 days (26) Which Labour Legislation provides comprehensive health benefits to industrial worker s in India: a) Employee Provident Funds Act b) Employees' Compensation Act c) Employees' State Insurance Act d) Maternity Benefit Act (27) Assertion (A): Provisions of Employees' Compensation Act and Maternity Benefit Act do not apply to all industries. Reason (R): Employees' Compensation Act is comprehe nsive social security legislation a) (A) is wrong, but (R) is right b) (A) is right, but (R) does not related to the (A). c) (A) and (R) are right, and (R) validates the d) (A) and (R) are wrong (A)

(28) No contribution is required for getting benefit under which of the following legislation s?

a) Maternity Benefit Act

b) Employees' Compensation Act

 Both under Maternity Benefit Act and Empl oyees' Compensation Act

d) None of these

(29) In case of fatal accident if the Commissioner serves notice to the employer based on hi

	er can neglect the notice. (ii) If the employ thin sixty days of the service of notice. (iii)
of notice. (iv) If the employer is not liable, he s on which he disclaims liability	he deposit within thirty days of the service e shall in his statement indicate the ground
a) All statements are correct	b) All statements are incorrect.
c) Only (i) and (iv) are correct	d) Only (iii) and (iv) are com-
(30) Under Workmen's Compensation Act, 1923, a dependent of deceased workman for the purpor rother or an unmarried sister or a widowed sis minor child of a pre-deceased son (iv) a minor parent of the child is alive (v) a paternal gralive;	which of the following are considered as ose of paying compensation? (i) a minor b ster (ii) a widowed daughter-in-law (iii) a
a) (i), (ii) and (v)	
c) (i), (ii), (iii) and (v)	b) (i), (ii), (iii) and (iv)
(31) Under Workmen's Communication	d) (i), (ii), (iii), (iv) and (v)
(31) Under Workmen's Compensation Act, employ n inrespect of any injury which does not result workman for a period exceeding	ver shall not be liable to pay compensation tin the total or partial disablement of the days.
	b) 3
c) 5	
(32) Payments made to employees without taking h	nours for which they worked into conside
a) base pay	
c) variable pay	b) wages
(33) Commissioner means a Commission of the	d) salaries
(33) Commissioner means a Commissioner for Wor	rkmen's Compensation appointed under
a) Section 20	
c) Section 22	b) Section 21
(34) In case of an injury caused by	d) Section 23
 (34) In case of an injury caused by an accident, a we a) He can claim compensation under Workmen's Compensation Act 	orkman has the following:
n's Compensation Act	b) Ha can all i
c) He can claim under the Employers' Liability	b) He can claim damages in torts
	d) Any of these
(35) According to Section of Mini	any of these
pay overtime worked. of Mini	imum Wages Act 1948, employer shall
a) Section 14(1)	o, employer shall
c) Section 14(3)	b) Section 14(2)
(36) Under Minimum Wages Act, no Court shall ent so far as sum so claimed	d) Section 14(4)
so lar as sum so claimed	citain any suit for recovery of wages in
ction 20 which has been presented by or on be	b) Could have been recovered by an application under section 20
c) Had formed the subject of direction under se ction 20 in favour of plantiff	
(37) Straight piece-rate income	d) Any of these
(37) Straight piece-rate incentive is calculated on the	basis of
a) Per unit of articles produced	
c) Both Per unit of articles produced and Articl	b) Articles produced per hour
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es produced per hour		
(8) Employee contribution to Employees' State Ins	cles produced per hour	LIBRARY
a) 0.0075		Brainware University
e) 0.0475	b) 0.12	Barasal, Kolkata -700125
(9) Difference in wages between people with a manager	d) None of these	and the second section of
ustries as well as between employees with diss s known as:	ar skills within differing locali imilar skills within the same in	ties or ind dustry – i
a) Equity of wage	b) W 1'00 1'1	
c) Wage differential	b) Wage differential	
(0) Written permission must be obtained from the by	d) None of these employee for making payment	of wages
a) Cheque		
c) Both Cheque and Crediting in his account	b) Crediting in his account	
1) Responsibility for payment of account	d) Neither Cheque nor Cred	liting in his account
11) Responsibility for payment of wages in Payme	ent of Wages Act is under	
a) Section 4		
c) Section 5	b) Section 3	
12) nominated employees are liable fo	d) Section 13	
a) Railway Administration		ailways.
c) Central Government	b) State Government	
43) The total amount of deductions from wages of hould not exceed	d) Trade Union employees including cooperat	ive loan s
a) 0.5	L) 0.7	
c) 0.25	b) 0.7	
44) Statutory minimum wage is fixed under	d) 0.4	
a) Payment of Wages Act, 1936	h) Fauel Dames d'	1056
c) Workmen's Compensation Act, 1923	b) Equal Remuneration Act	
45) Wages of every person employed in organizat	d) Minimum Wages Act, 19	948 shall be n
aid before expiry of	or more man 1000 persons,	shall be p
a) 5th day	b) 7th day	
c) 10th day	d) 12th day	
(46) An allowance provided to compensate higher ties:	cost of living in a metropolitan	or large ci
a) Dearness allowance	b) City compensatory allow	Wance
c) Child education allowance	d) None of these	valie C
(47) House rent allowance is provided as a percent		
a) Basic pay	b) Cost to company	
c) Net pay after statutory deductions	d) Basic plus Dearness All	OWanaa
(48) 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	
(49) What are the major drawbacks of incentive so	hemes?	
a) Condition in		
a) Conflict regarding scheme proposal	b) Violation of safety norm	is with an intention t

c) Quality deterioration	d) All of these
(50) Strategic merging of dearness allowance with	d) All of these
a) Merger	
c) Commutation	b) Neutralization
(51) The advantage of employee reward system in	d) None of these
a) Better employee retention	
c) Employee satisfaction	b) Better employee attitude
(52) Dearness allowance is computed on the basis	d) All of these
a) All India Consumer Price Index	
c) Gross National Product	b) Gross Domestic Product
(53) Payments made to employees to adjust real w	d) None of these
a) base pay	
c) Dearness Allowance	b) wages
	d) salaries
(54) Which of the following statements is not correspondent.	ect as per the Payment of Bonus Act, 196
a) It is applicable	b) Is d
a) It is applicable to construction industry.	 b) It does not apply to employees in Life Insura nce Corporation of India.
 c) Allocable surplus means 67% of the available surplus. 	d) Employee means any person including apprentice.
(55) The ceiling on wage or salary for calculation o t, 1965 is	f bonus under the Payment of Bonus Ac
a) Rs. 2,500	b) Rs. 3,500
c) Rs. 21,000	d) Rs. 7,000
(56) The minimum bonus which an employer is required ing the accounting year or there is no allocable ry or wages during the accounting year.	gired to pay over if he auffers leaves due
a) 0.1	b) 0.2
c) 0.0833	d) 0.0633
(57) The bonus should be paid in cash within	from the close of the accou
a) 8 months	b) 6 Months
c) 12 months	d) 3 months
(58) "Co-operative Society" is defined under	a, o monais
a) Section 2(8)	b) Section 2(9)
c) Section 2(10)	d) Section 2(11)
(59) What should be minimum bonus of salary or wa	
a) 0.0333	
c) 0.3	b) 0.0833
	d) 0.2
(60) According to Payment of Bonus Act, 1965, maxi	The second will be a second as
a) 20% of the salary or wages	b) 25% of the salary or wages
c) 30% of the salary or wages	d) 35% of the salary or wages

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