



BRAINWARE UNIVERSITY
Term End Examination 2020 - 21
Programme – Master of Business Administration
Course Name – Employee Relations
Course Code - HR302

Semester / Year - Semester III

Time allotted : 75 Minutes

Full Marks : 60

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

1. *(Answer any Sixty)*

(i) Identify the major actor of industrial relations from the following

- | | |
|---------------|-----------------|
| a) Employers | b) Unions |
| c) Government | d) all of these |

(ii) 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 |

(iii) 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 |

(iv) "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 |

(v) 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

(vi) In which year did factories act come into force?

- a) 23rd September, 1948
- b) 1st April, 1949
- c) 4th April, 1949
- d) 12th September, 1948

(vii) How many days in advance does the occupier of a factory premises give notice of occupancy to the chief inspector?

- a) 15 days
- b) 20 days
- c) 10 days
- d) 25 days

(viii) What are the general duties of an Occupier? A. Maintenance of a plant and system of work 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 the area D. Defining the local mean time ordinarily observed therein.

- a) Defining the local mean time ordinarily observed therein.
- b) Specifying the area
- c) only Specifying the area and Defining the local mean time ordinarily observed therein.
- d) All of these

(ix) 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

(x) 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

age

age

(xi) If a company has _____ number of employees, then the appointment of a safety officer is mandatory under the Factories Act.

- a) 500
- b) 100
- c) 1000
- d) 10000

(xii) Fitness certificate granted under "sub section 2" of the act is valid for how many months?

- a) 10 months
- b) 24 months
- c) 6 months
- d) 12 months

(xiii) 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

(xiv) 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

(xv) The constitution of site appraisal committees is under the:

- a) Factories Act, 1948
- b) Contract labour (Regulation and Abolition) Act, 1970
- c) Maternity Benefit Act, 1965
- d) Employees State Insurance Act, 1948

(xvi) Where work of the same kind is carried out by two or more sets of workers working during different periods of the day, each of such set is called _____.

- a) Shift
- b) Relay
- c) Group
- d) Co- worker

(xvii) Crèche is mandatory under the Factories Act where women workers are employed.

- a) 50
- b) 30
- c) 100
- d) 150

(xviii) According to the Mines Act, 1952, an agent is:

- a) the representative of the Central Government in respect of the management of the mine
- b) the representative of the State Government in respect of the management of the mine
- c) the representative of the owner in respect of the management of the mine
- d) the representative of the Chief Inspector in respect of the management of the mine

(xix) The provisions of the Mines Act shall not apply to

- a) a. any mine or part in which excavation is being made for prospecting purposes only and not for the purpose of obtaining minerals
- b) any mine engaged in the extraction of kankar, murrum, laterite, boulder, gravel, shingle, ordinary sand
- c) mines where explosives are not used in connection with the excavation
- d) All of these

(xx) According to the Mines Act, 1952, ordinary rate of wages include

- a) basic wage and dearness allowance
- b) basic wage, dearness allowance and underground allowance
- c) basic wage, dearness allowance, underground allowance and compensation in cash
- d) basic wage and dearness allowance underground allowance, compensation in cash and bonus

(xxi) Which of the following is/are function(s) of the Committee formed under the Mines Act, 1952?

- a) Make appropriate recommendations to the Central Government
- b) Enquire into such accidents or other matters as may be referred to it by the Central Government
- c) Hear and decide such appeals or
- d) All of these

objections against notices or orders under this Act

(xxii) If the owner/agent does not pay due expenses within ____ from the date of notice from Centre Govt or Chief Inspector, it may be recovered by the distress and sale of any movable property, as per the Mines Act, 1952.

- a) 3 months
- b) 15 days
- c) 6 weeks
- d) 30 days

(xxiii) 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

(xxiv) 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

(xxv) 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/-

(xxvi) As per Payment of Wages Act, 1936, in railway factory or industrial or other establishment upon or in which less than one thousand persons are employed, wages shall be paid before the expiry of the

- a) Seventh day of the month
- b) Tenth Day of the months
- c) Third Day of the months
- d) None of these

(xxvii) 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

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

- a) 0.01
- b) 0.03
- c) 0.070000000000000001
- d) 0.05

(xxix) Whoever obstructs an Inspector in the discharge of his duties under this Act, he may be punished with fine which may extend

- a) Rs.5000/-
- b) Rs.3000/-
- c) Rs.7500/-
- d) Rs.3500/-

(xxx) What is the maximum period in which the appropriate government shall review and revise the minimum wages?

- a) 6 months
- b) 1 year
- c) 3 years
- d) 5 years

(xxxii) Which of the following is the appropriate Government in relation to employment of workmen by a contractor for construction of Railway Staff Quarters in a State headquarters and fixation of minimum wages?

- a) The Central Government
- b) The concerned State Government
- c) Both The Central Government and The concerned State Government
- d) Either The Central Government and The concerned State Government but depends on the situation and appeal by the contractor

(xxxiii) 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

(xxxiii) 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

(xxxiv) 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.

(xxxv) Under the Minimum Wages Act, 1948 which of the following has/have been provided for fixation of minimum wages?

- a) Wage Boards
- b) Awards of Labour Court
- c) Notification method and Committee method
- d) None of these

(xxxvi) 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

(xxxvii) The concept of 'National Floor Level Minimum Wage' was mooted and recommended by:

- a) First National Commission on Labour.
- b) National Commission on Rural Labour.
- c) Second National Commission on Labour.
- d) Committee on Fair Wages.

(xxxviii) According to the Minimum Wages Act, 1948, a "child" is a person who has not completed _____ year of age.

- a) 13th year
- b) 14th year
- c) 15th year
- d) 16th year

(xxxix) As per the Minimum Wages Act, 1948, the definition of an "employee"

includes

- a) skilled worker, unskilled worker, manual worker, clerical worker
- b) unskilled worker, manual worker, clerical worker, armed force worker
- c) skilled worker, unskilled worker, manual worker, armed force worker
- d) All of these

(xl) 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

(xli) An employee working in an organisation draws a salary of Rs 20,000/- per month. What is the amount of bonus that he shall be paid at the minimum rate of 8.33% under the payment of Bonus Act, 1965?

- a) Rs 20,000
- b) Rs 8,333
- c) Rs 7,000
- d) Rs 3,500

(xlii) What is the current wage ceiling per month for a person employed on a wage or salary to be considered as an employee under the Payment of Bonus Act, 1965?

- a) Not exceeding ten thousand rupees
- b) Not exceeding twenty-one thousand rupees
- c) Not exceeding eight thousand rupees
- d) Not exceeding eighteen thousand rupees

(xliii) For calculation of the bonus to be paid to an employee under the current provisions of the Payment of Bonus Act, 1965, which of the following shall be taken into consideration?

- a) Seven thousand rupees or the minimum wage for the scheduled employment, as fixed by the appropriate government, whichever is higher per month.
- b) Seven thousand five hundred rupees or the minimum wage for the scheduled employment, as fixed by the central government, whichever is higher per month.
- c) Eight thousand rupees per month
- d) The monthly wage or salary drawn by an employee subject to a maximum of twenty-

one thousand rupees

(xliv) 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

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|--|---|
| 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. |

(xlv) The ceiling on wage or salary for calculation of Bonus under the Payment of Bonus Act 1965 is

- | | |
|---------|---------|
| a) 4500 | b) 3500 |
| c) 7000 | d) 6500 |

(xlvi) As per the definition, stated in the Payment of Bonus Act, 1965, an employee is someone who earns a salary up to

- | | |
|--------------------------|--------------------------|
| a) Rs. 15,000 per mensem | b) Rs. 18,000 per mensem |
| c) Rs. 21,000 per mensem | d) Rs. 30,000 per mensem |

(xlvii) The Payment of Bonus Act, 1965 is applicable to every establishment employing

- | | |
|------------------------|------------------------|
| a) 200 or more workers | b) 100 or more workers |
| c) 50 or more workers | d) 20 or more workers |

(xlviii) 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 |

(xlix) 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

(l) 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

(li) The Equal Remuneration Act 1976 was last amended in the year?

- a) 2016
- b) 2010
- c) 2005
- d) 1987

(lii) 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

(liii) Which of the following cannot be said to be an objective of Workers' Participation in Management?

- a) To associate in decision making process of the organization.
- b) To satisfy the urge of self-expression of workers.
- c) To promote a conducive environment in the organisation.
- d) To promote higher income and better conditions of employment for workers.

(liv) The concept of co-operation in Industrial Relations was implemented through which of the following?

- a) Works Committee
- b) Joint Management Councils

- c) Workers' representatives on the Board of Directors d) All these

(lv) Identify the functions of Joint Management Council:

- a) Information sharing b) Consultative
c) Administrative d) All these

(lvi) Who among the following is/are workman under the provisions of the Industrial Disputes Act, 1947?

- a) A person employed in a technical job draws wages of fifteen thousand rupees per month, A person employed in a supervisory capacity draws wages of sixteen thousand rupees per month. and A person employed in a supervisory capacity draws wages of nine thousand rupees per month. b) A person employed in a technical job draws wages of fifteen thousand rupees per month. and A person employed in a supervisory capacity draws wages of sixteen thousand rupees per month.
c) A person employed in a technical job draws wages of fifteen thousand rupees per month. and A person employed in a supervisory capacity draws wages of nine thousand rupees per month. d) A person employed in a technical job draws wages of fifteen thousand rupees per month, A person employed in a managerial or administrative capacity draws a salary of ten thousand rupees per month and A person employed in a supervisory capacity draws wages of nine thousand rupees per month.

(lvii) Process of Retrenchment is regulating by chapter 5(a) and 5 (b) of

- a) The factories Act, 1948 b) Payment of wages Act, 1936
c) Employees compensation Act, 1923 d) The Industrial Disputes Act, 1947

(lviii) Which of the following is not an adjudication machinery under the Industrial Disputes Act?

- a) Labour Court b) Court of Enquiry
c) Industrial Tribunal d) National Tribunal

(lix) The maximum amount of gratuity has now been enhanced to 20 lakhs, which was earlier

a) 2.5 lakhs

b) 10 lakhs

c) 15 lakhs

d) 7.5 lakhs

(ix) Under the Trade Unions Act, 1926, how many outsiders can be appointed as the office-bearers in a trade union in the organised sector?

a) Two-third

b) One-half

c) One-fourth

d) One-third