



BRAINWARE UNIVERSITY

Term End Examination 2020 - 21

Programme – Master of Business Administration

Course Name – Compensation and Benefits Management

Course Code - HR303

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) _____ is not a chief organ of UNO.

- | | |
|------------------------|---------------------|
| a) I.L.O. | b) Security Council |
| c) International Court | d) General Assembly |

(ii) Trade Union Movement in India emerged between _____

- | | |
|--------------|--------------|
| a) 1920-1930 | b) 1850-1870 |
| c) 1870-1880 | d) 1930-1947 |

(iii) 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) |

(iv) Factories Act was first introduced in _____

- | | |
|---------|---------|
| a) 1934 | b) 1948 |
| c) 1947 | d) 1936 |

(v) Labour Law covers _____

- | | |
|-------------------------|--------------------------------|
| a) Industrial relations | b) Workplace health and safety |
| c) Employment standards | d) All of these |

(vi) No employer can pay less than _____.

- a) Agreed wages
- b) Earning
- c) Minimum wages
- d) Trade union demand

(vii) Peace and harmony in organization is very important for _____

- a) GDP
- b) Economic development
- c) Manpower
- d) None of these

(viii) Labour issues are solved in _____

- a) Labour Court
- b) District Court
- c) High Court
- d) Consumer Court

(ix) 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

(x) 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

(xi) 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

(xii) The minimum wages as fixed under the Minimum Wages Act, 1948 must be revised at least once in _____

- a) 2 years
- b) 3 years
- c) 5 years
- d) Not mentioned under the Act

(xiii) Which of the following is not a method for fixing minimum wages under the Minimum Wages Act, 1948?

- a) Notification Method
- b) Committee Method
- c) Bargaining Method
- d) None of these

(xiv) Wages means _____

- a) Remuneration of which the persons employed is entitled in respect of overtime work
- b) Remuneration payable under any award or settlement between parties
- c) Additional remuneration payable under terms of employment
- d) All of these

(xv) As per Factories Act, 1948 canteen should be provided in factory where more than _____ workers are employed:

- a) 100
- b) 250
- c) 600
- d) 1000

(xvi) As per the factories act, after how many years should the factory premises be painted and refurbished?

- a) 5 years
- b) 10 years
- c) 8 years
- d) Annually

(xvii) 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

(xviii) If there are ____ numbers of employees, then the employer has to provide a shelters or rest-rooms and a suitable lunch- room.

- a) 250
- b) 500
- c) 320
- d) 150

(xix) 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

(xx) one first-aid box or cupboard with the prescribed contents should be maintained for every ----- number of workers.

- a) 25
- b) 150
- c) 100
- d) 75

(xxi) 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 shall send a written notice to the Chief Inspector

- a) 60
- b) 30
- c) 180
- d) 240

(xxii) In the maternity act, an inspector is appointed under which section?

- a) Section 14
- b) Section 2
- c) Section 10
- d) Section 15

(xxiii) An worker is entitled to _____ months' notice or notice pay in lieu of notice

- a) Two
- b) One
- c) Three
- d) Four

(xxiv) What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?

- a) 365 days
- b) 120 days
- c) 80 days
- d) 240 days

(xxv) Which Labour Legislation provides comprehensive health benefits to industrial workers in India:

- a) Employee Provident Funds Act
- b) Employees' Compensation Act
- c) Employees' State Insurance Act
- d) Maternity Benefit Act

(xxvi) Who shall be held responsible for paying compensation as per law when working at the construction of a multi-storeyed building of a company, a worker employed by a 'contractor', supplied by a 'sirdar', faced an accident and became temporarily disabled.

- a) The contractor who employed the worker
- b) The sirdar who supplied the worker
- c) Both The contractor who employed the worker and The sirdar who supplied the worker
- d) None of these

(xxvii) In case of fatal accident if the Commissioner serves notice to the employer based on his source, _____. (i) The employer can neglect the notice. (ii) If the employer thinks liable, he shall make the deposit within sixty days of the service of notice. (iii) If the employer thinks liable, he shall make the deposit within thirty days of the service of notice. (iv) If the employer is not liable, he shall in his statement indicate the grounds on which he disclaims liability.

- a) All statements are correct.
- b) All statements are incorrect.
- c) Only (i) and (iv) are correct
- d) Only (iii) and (iv) are correct.

(xxviii) Compensation means compensation provided for by Workmen's Compensation Act in _____

- a) Section 2(1-a)
- b) Section 2(1-b)
- c) Section 2(1-c)
- d) Section 2(1-d)

(xxix) Commissioner means a Commissioner for Workmen's Compensation appointed under _____

- a) Section 20
- b) Section 21
- c) Section 22
- d) Section 23

(xxx) In case of an injury caused by an accident, a workman has the following:

- a) He can claim compensation under Workmen's Compensation Act
- b) He can claim damages in torts
- c) He can claim under the Employers' Liability Act
- d) Any of these

(xxxii) Fixing or Revising Minimum Rates of Wages under section 3, minimum rates of wages may be fixed by _____

- a) The hour
- b) The day
- c) The month
- d) All of these

(xxxiii) According to Section _____ of Minimum Wages Act 1948, employer shall pay overtime worked.

- a) Section 14(1)
- b) Section 14(2)
- c) Section 14(3)
- d) Section 14(4)

(xxxiv) Under Minimum Wages Act, 1948, Government may by notification in the Official Gazette appoint an Authority to hear and decide claims except _____

- a) Any Commissioner for Workers' Compensation
- b) Any Officer of Central Government exercising functions as Labour Commissioner
- c) Employer of Company
- d) Any Officer of State Government not below the rank of Labour Commissioner

(xxxv) Under Minimum Wages Act, no Court shall entertain any suit for recovery of wages in so far as sum so claimed _____

- a) Forms the subject of an application under section 20 which has been presented by or on behalf of plaintiff
- b) Could have been recovered by an application under section 20
- c) Had formed the subject of direction under section 20 in favour of plaintiff
- d) Any of these

(xxxvi) The wage that can meet only bare physical needs of a worker and his

family:

- a) Subsistence wage
- b) Fair wage
- c) Living wage
- d) Minimum wage

(xxxvi) Employee contribution to Employees' State Insurance Corporation fund is:

- a) 0.0075
- b) 0.12
- c) 0.0475
- d) None of these

(xxxvii) 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

(xxxviii) 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

(xxxix) Dearness allowance is a percentage of:

- a) Basic pay
- b) Cost to company
- c) Net pay after statutory deductions
- d) None of these

(xl) Payments made to employees to adjust real wage is called

- a) base pay
- b) wages
- c) Dearness Allowance
- d) salaries

(xli) 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
- d) Employee means any person including

available surplus.

apprentice.

(xlii) "Co-operative Society" is defined under _____

a) Section 2(8)

b) Section 2(9)

c) Section 2(10)

d) Section 2(11)

(xliii) Which conditions does not specify whether the employee shall be deemed to have worked in an organization as per the Payment of Bonus Act, 1965?

a) Employee has been laid off

b) Employee has been on leave with pay

c) Allocable surplus means 67% of the available surplus

d) Employee means any person including apprentice.

(xliv) What is the present wage limit to be eligible to be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952?

a) Rs. 6000/-

b) Rs. 15000/-

c) Rs. 10000/-

d) Rs. 20000/-

(xlv) The chairman and members of Central Board constituted under Employees' Provident Fund are appointed by _____

a) Central Government

b) State Government

c) Supreme Court

d) None of these

(xlvi) Which of the following statements about Central Board are true? (i) The Central Provident Fund Commissioner is the ex-officio member of the Central Board (ii) The Central Board shall maintain proper accounts of its income and expenditure in such form and in such manner as the Central Government may, after consultation with the Comptroller and Auditor-General of India, specify in the Scheme (iii) Central Board shall submit annual report of its work and activities to the Central Government

a) (i) and (ii)

b) (ii) and (iii)

c) (i) and (iii)

d) (i), (ii) and (iii)

(xlvii) Employees' Provident Funds Appellate Tribunal was constituted under Section _____ of Provident Funds and Miscellaneous Provisions Act 1952.

- a) Section 7D
- b) Section 6A
- c) Section 7C
- d) Section 6D

(xlviii) The Central Government has amended the ceiling for contributions under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (EPF Act) and the Employees' Provident Fund and Miscellaneous Provisions Scheme, 1952 (EPF Scheme) from _____ to _____ with effect from 1st September, 2014.

- a) 7,500/- to ` 15,000/-
- b) 6,500/- to ` 13,000/-
- c) 6,500/- to ` 15,000/-
- d) 5,000/- to ` 12,000/-

(xlix) Employee's share of contribution to the provident fund is _____

- a) 0.0833
- b) 0.12
- c) 0.1
- d) 0.09

(l) What is pensionable salary?

- a) Average of last 6 months pay
- b) Average of last 12 months pay
- c) Average of last 5 years pay
- d) Average of total salary received

(li) Under the Payment of Gratuity Act, 1972, the maximum gratuity payable is _____

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

(lii) The maximum amount of gratuity has now been enhanced to 20 lakhs from _____

- a) 12 Lakhs
- b) 10 Lakhs
- c) 3.5 Lakhs
- d) 7.5 Lakhs

(lii) In the case of an employee who is employed in a seasonal establishment and who is not so employed throughout the year, the employer shall pay the gratuity at the rate of _____ days' wages for each season.

- a) 14 days
- b) 15 days
- c) 10 days
- d) 7 days

(liv) Employee's State Insurance Act, 1948 does not provide _____

- a) Sickness Benefit
- b) Unemployment Allowance
- c) Children's' Allowance
- d) Disablement Benefit

(lv) The Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees' State Insurance Act, 1948 _____

- a) If the Workmen's Compensation Act and the Maternity Benefit Act are applicable, the Employees' State Insurance Act is not applicable.
- b) The Maternity Benefit Act and the Employees' State Insurance Act can be applicable at a time.
- c) The Workmen's Compensation Act and the Employees' State Insurance Act can be applicable at a time.
- d) Together can be applicable.

(lvi) Legislations in India is governed by a tripartite organization consisting of representatives of labour, management and Government?

- a) Industrial Disputes Act
- b) ESI Act
- c) Maternity Benefit Act
- d) Payment of Bonus Act

(lvii) Employees who are getting a daily average wages up to _____ are exempted from contributing employees' share of ESI contribution.

- a) Rs. 70
- b) Rs. 50
- c) Rs. 100
- d) Rs. 384.60

(lviii) For physically disabled persons, minimum wage limit for availing ESIC Benefits is _____.

a) 15,000/-

b) 20,000/-

c) 25,000/-

d) 50,000/-

(lix) Name of _____ legislations has been recently changed.

a) Workmen's Compensation Act

b) Employees' State Insurance Act

c) Maternity Benefit Act

d) Payment of Gratuity Act

(lx) In which year Industrial Disputes Act had been enacted?

a) 1946

b) 1948

c) 1947

d) 1936