



# BRAINWARE UNIVERSITY

**Term End Examination 2021 - 22**

**Programme – Master of Law**

**Course Name – Labour and Industrial Law**

**Course Code - LLM401A**

**( Semester IV )**

**Time allotted : 1 Hrs.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) Pluralistic approach perceives \_\_\_\_\_ as legitimate representative of employee interests
 

a) Trade unions	b) Management
c) Board of Directors	d) None of these
- (2) For the Marxists, all strikes are
 

a) Political	b) Social.
c) Legislative	d) None of these
- (3) Parties to industrial relations are
 

a) ILO, Government, Association of employers	b) ILO, Government, IMF
c) ILO, Board of Directors, Association of employers	d) Government, Board of Directors, Association of employees
- (4) According to Indian Labour Commission (ILC) major recommendations, Union once recognised should be valid for a period of \_\_\_\_\_ years to be co-terminus with the period of settlement.
 

a) Two	b) Three
c) Four	d) Five
- (5) Strike should be called only if at least \_\_\_\_\_ percent of workers are in support of strike.
 

a) 10	b) 15
c) 20	d) 25
- (6) Identify the major actor of industrial relations from the following
 

a) Employers	b) Unions
c) Government	d) All of these
- (7) The balance of power is not vested with anyone group; rather, it is maintained between the

parties to the industrial relations." This is the essence of the:

- a) a. Pluralist approach
  - b) b. System approach
  - c) c. Unitary approach
  - d) d. Social action approach
- (8) Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalised society?
- a) Marxist approach
  - b) Gandhian approach
  - c) Human relations approach
  - d) Giri approach
- (9) "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
- (10) 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
- (11) Which Act provides for the provision of Medical Benefit to the insured employees?
- a) Workmen Compensation Act, 1923
  - b) Employees State Insurance Act, 1948
  - c) Maternity Benefit Act, 1961
  - d) Contract Labour (Regulation and Abolition Act), 1970
- (12) Contract Labour (Regulation and Abolition Act), 1970 can be classified into the category of:
- a) Social Security Act
  - b) Industrial Relations Act
  - c) Welfare Act
  - d) Commercial Act
- (13) Under what circumstances the gratuity of an employee can be forfeited:
- a) Wilful omission or negligence
  - b) Termination for riotous or disorderly conduct
  - c) Offence involving moral turpitude
  - d) All of these
- (14) When a young person joins an organisation he needs some senior person in whom he can confide and get advice and support. Such relationship may be called:
- a) Mentoring
  - b) Counselling
  - c) Listening
  - d) Understanding
- (15) The logical and possible sequences of positions that could be held by an individual based on what and how well he performs in an organisation is called:
- a) Career
  - b) Career Anchors
  - c) Career Path
  - d) Succession Planning
- (16) Which Act of Parliament defines a 'trade union' and governs much of the law on industrial relations?
- a) The Trade Union Act 1926
  - b) The Trade Union and Labour Relations Act 2005
  - c) The Trade Union Act 1926
  - d) The Trade Union and Labour Relations Act 2005
- (17) Who is responsible for the maintenance of the 'lists' of independent trade unions?
- a) The Health and Safety Executive
  - b) Ombudsman
  - c) The Central Arbitration Committee
  - d) The Certification Officer
- (18) What is meant by the term 'collective bargaining'?

- a) A process by which a union negotiates with suppliers for the provision of e.g. office furniture
- b) A process by which a union meets with another union to discuss recruitment
- c) A process by which a union recruits new members
- d) A process by which a union negotiates with an employer on behalf of its members on matters concerning the terms and conditions of employment
- (19) Which of the following can a union do once it is 'recognised'?
- a) Apply to engage in the 'closed shop'
- b) Engage in collective bargaining with an employer
- c) Apply to be referred to as a 'workplace union'
- d) Apply for union status
- (20) Which union is focused on making the skills of its members valuable and not easily replaceable in organisations?
- a) Industrial union
- b) Occupational union
- c) General union
- d) White-collar union
- (21) Which are the machineries for settlement of Industrial Disputes?
- a) Industrial Tribunal
- b) National Tribunal
- c) Labour court
- d) All of these
- (22) The provision for cooling water during hot weather should be made by the organisation if it employs \_\_\_\_\_ or more employees
- a) 200
- b) 250
- c) 300
- d) 150
- (23) Which of the following is not usually an example of indirect participation by the employees in participative management?
- a) Worker-director
- b) A joint management council member
- c) Collective bargaining
- d) Suggestion-box scheme
- (24) The threat of punishment as a key to imposing discipline is the basis of
- a) Negative discipline
- b) Positive discipline
- c) Progressive discipline
- d) None of these
- (25) Which of the following is not a characteristic of the Hot Stove Rule of Discipline?
- a) Immediacy
- b) Consistency
- c) Forewarning
- d) Secrecy
- (26) 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
- (27) 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
- (28) Section 2(g) under the factories act defines \_\_\_\_\_
- a) Factory
- b) Manufacturing process
- c) Worker
- d) Occupants
- (29) If there are \_\_\_\_\_ numbers of employees, then the employer has to provide a canteen.

- a) 250  
b) 510  
c) 320  
d) 100
- (30) What is the minimum number of trade union members required in registering themselves as a union?  
a) 7  
b) 10  
c) 5  
d) 15
- (31) How many member's consent is required to change the name of the registered trade union?  
a) 4th of the total members  
b) 4th of the total members  
c) Half of the total members  
d) 2/3rd of the total member
- (32) What is the time period in which all the awards of the arbitration are to be published from the date of its receipt by the appropriate government?  
a) 30 days  
b) 15 days  
c) 7 days  
d) 1 day
- (33) If the date of operation is not mentioned in the awards, then according to sub - section 1 or 3 when is the award put into effect?  
a) One month after the date of enforcement  
b) On the date of enforcement  
c) One week after the day of enforcement  
d) None of these
- (34) The arbitration award shall remain in operation for a period of \_\_\_\_\_ year as mentioned in the act.  
a) 1 year  
b) 6 months  
c) 24 months  
d) None of these
- (35) In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the \_\_\_\_\_ day.  
a) 10th day  
b) 2nd day  
c) 7th day  
d) None of these
- (36) A combined refusal in buying products of employers, union members as well as employees, known as  
a) boycott  
b) impasse boycott  
c) strike  
d) picketing
- (37) According to business perspective, employees carrying sign language in depicting their concerns, regarded as:  
a) strike  
b) picketing  
c) boycott  
d) impasse boycott
- (38) Who is known as 'safety valve' in the field of industrial relations?  
a) Employer  
b) Trade Union  
c) Safety officer  
d) Welfare officer
- (39) Absence of strikes and lock-outs is an indicator of:  
a) Peaceful industrial relations  
b) Friendly industrial relations  
c) Disturbed industrial relations  
d) None of these
- (40) The Government's strategy in maintaining industrial relations in India is:  
a) Laissez fair  
b) Total intervention  
c) Required intervention.  
d) None of these
- (41) Which of the following cannot be said to be tripartite machinery in the field of industrial relations?



unfair labour practices?

- a) Employer's refusal to conduct secret ballot elections for union recognition.
- b) Gherao.
- c) Employer preventing a worker from joining a union.
- d) Workers causing damage to the property of the employer.

(53) Which of the following authorities does not use conciliation as the method of settlement of industrial dispute?

- a) Conciliation Officer
- b) Court of inquiry
- c) Board of Conciliation
- d) All these

(54) Which one of the following is the last weapon in the hands of workers:

- a) Lay-off
- b) Lock-out
- c) Closure
- d) Strike

(55) Lockout is:

- a) A reward
- b) An industrial action.
- c) An incentive
- d) None of these

(56) A temporary closing of employment due to industrial dispute or the suspension of work or the refusal by an employer to continue to employ any number of persons engaged by him would mean that :

- a) The industrial establishment is close down.
- b) The industrial establishment is locked out.
- c) The workmen of the industrial establishment are kept under suspension.
- d) None of these

(57) 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) Drinking water
- d) First aid

(58) 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

(59) What is the maximum time limit of fees to be paid for licensing process?

- a) 5 years
- b) 1 year
- c) 3 years
- d) 7 years

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

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