

BRAINWARE UNIVERSITY

Term End Examination 2021 - 22
Programme – Bachelor of Law
Course Name – Labour Law I
Course Code - LLB401
(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 Union b) Management c) Board of Directors d) None of these (2) In Marxist approach, concerns with wage related disputes are a) Primary b) Secondary c) Tertiary d) Not considered (3) Parties to industrial relations are a) ILO, Government, Association of employers b) ILO, Government, IMF c) ILO, Board of Directors, Association of emplo d) Government, Board of Directors, Association of employees yers (4) The following is (are) included in ILO's standards with regard to industrial relations a) Right of association b) Right to organize and collective bargaining c) Tripartite consultants d) All of these (5) According to Indian Labour Commission (ILC) major recommendations, Union once reco gnised should be valid for a period of years to be co-terminus with the period of set tlement. a) Two b) Three

d) Five

c) Four

(6) Strike should be called only if at least	percent of workers are in support of strike.
a) 10	b) 15
c) 20	d) 25
(7) Which of the following is usually not an o	objective of industrial relations?
a) Connectedness	b) Collective wisdom
c) Conflict prevention	d) None of these
(8) Identify the major actor of industrial relati	ions from the following
a) Employers	b) Unions
c) Government	d) All of these
(9) That the behaviour, actions and role of the of the society is the basic assumption in the	e individuals are primarily shaped by the cultures ne:
a) Pluralist approach	b) System approach
c) Unitary approach	d) Social action approach
(10) Which of the following approaches assume equires an understanding of the capitalised	nes that the understanding of industrial relations r d society?
a) Marxist approach	b) Gandhian approach
c) Human relations approach	d) Giri approach
(11) Productivity bargaining is considered as a	classic example of the:
a) Oxford school approach	b) Giri approach
c) Human relations approach	d) Gandhian approach
(12) Which Act provides for the provision of M	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 A ct), 1970
(13) Industrial Dispute Act, 1947 provides the lution of conflicts: (Tick mark the wrong of the conflicts) (13) Industrial Dispute Act, 1947 provides the lution of conflicts:	following industrial relations machinery for reso one):
a) Negotiation	b) Conciliation
c) Mediation	d) Arbitration
(14) As per Factories Act, 1948 canteen should workers are employed:	d be provided in factory where more than
a) 100	b) 250
c) 600	d) 1000
vice or part thereof in excess of six month n wages by the employee. While calculati	to the employee for every completed year of ser as at the rate of 15 days wages based on last drawing the 15 dais wages, the number of working daded for development of good relation between e
a) 30	b) 31
c) 15	d) 26
(16) Which Act of Parliament defines a 'trade to	union' and governs much of the law on industrial

a) The Trade Union Act 1926	b) The Trade Union and Labour Relations Act 20 05
c) The Trade Union and Labour Relations (Consolidation) Act 1991	d) The Trade Union and Labour Relations (Consolidation) Act 1992
(17) Who is responsible for the maintenance of the 'list	es' 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 su ppliers for the provision of e.g. office furniture 	b) A process by which a union meets with anothe r union to discuss recruitment
c) A process by which a union recruits new mem bers	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 is not an 'industrial tort'?	
a) Gross misconduct	b) Conspiracy
c) Inducement	d) Intimidation
(20) Which of the following is not a characteristic of tr	rade union?
a) Voluntary association	b) Common goals
c) Intermediary	d) Individual actions
(21) Who are the actors of Industrial Relations?	
a) Workers and their organisations	b) Employers and their organisations
c) Government and the role of the State	d) All of these
(22) Which are the machineries for settlement of Indus	trial Disputes?
a) Industrial Tribunal	b) National Tribunal
c) Labour court	d) All of these
(23) Which of the following is not a disciplinary action	against employees?
a) Dismissal	b) Increments
c) Discharge	d) Disciplinary demotion
(24) In which year did factories act come into force?	
a) . 23rd September, 1948	b) 1st April, 1949
c) 4th April, 1949	d) d.12th September, 1948
(25) As per the factories act, after how many years sho refurbished?	uld the factory premises be painted and
a) 5 years	b) 10 years
c) 8 years	d) Annually
(26) If there are numbers of employees, then the employer has to provide a canteen.	
a) 250	b) 510
c) 320	d) 100

relations?

as a union?		
a) 7	b) 10	
c) 5	d) . 15	
(28) Which act in Industrial Relations defines the term trade union?		
a) Industrial Trade Resolution, 1962	b) . Industrial Policy, 1991	
c) The trade union and labour relations (consolid ation) Act, 1992	d) The industrial Employment Act, 1946	
(29) How many members should sign the notice of dis	solution?	
a) 5 members and the secretary of the trade unio n	b) 10 members and the secretary of the trade uni on	
c) 20 members and the secretary of the trade uni on	d) 7 members and the secretary of the trade unio n	
(30) If the date of operation is not mentioned in the aw 3 when is the award put into effect?	rards, then according to sub - section 1 or	
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	
(31) The arbitration award shall remain in operation for the act.	r a period of year as mentioned in	
a) 1 year	b) .6 months	
c) 24 months	d) None of these	
(32) According to business perspective, employees car neerns, regarded as:	rying sign language in depicting their co	
a) strike	b) picketing	
c) boycott	d) impasse boycott	
(33) Industrial Relation refer to:		
 a) Central Government and State Government rel ations. 	b) Employer, Employees and Government relationship.	
c) Management and Customers relationship.	d) Government and Public relations.	
(34) The Government's strategy in maintaining industr	ial relations in India is:	
a) Laissez fair	b) Total intervention	
c) Required intervention.	d) None of these	
(35) Which of the following areas cannot be directly in s?	ncluded in the field of industrial relation	
a) Trade Union Recognition	b) Strike and Lock-out	
c) Minimum wages, Fair wages and Living wage s.	d) Collective bargaining	
(36) Which of the following is not included under indu	strial relations policy of a country?	
 a) Recognition of trade unions and collective bar gaining 	b) Restrictions on strikes and lock-outs.	

(27) What is the minimum number of trade union members required in registering themselves

c) Workers participation in management	d) Principles of wages determination.	
(37) Which of the following methods is more prominer	nt in settling industrial disputes in India?	
a) Voluntary Arbitration	b) Conciliation	
c) Adjudication	d) Mediation	
(38) The conciliation officer generally concludes his pr	roceeding within:	
a) Ten Days	b) Fourteen days	
c) One month	d) Two months	
(39) The main function of an arbitrator is:		
a) To conciliate all industrial disputes.	b) To induce the parties to come to an amicable s ettlement.	
c) To adjudicate industrial disputes.	d) None of these	
(40) Which one of the following machineries cannot be rial disputes?	e said to be machinery for settling indust	
a) Labour Court	b) Tribunal	
c) Consumers court	d) National Tribunal	
(41) Among the methods for settlement for industrial disputes listed below, which one is not re levant here?		
a) Collective Bargaining	b) Compulsory Adjudication.	
c) Voluntary Arbitration	d) Reference to civil court	
(42) According to the industrial disputes act, 1947 wag	ge includes:	
a) Any Traveling Concession.	b) Bonus.	
c) Gratuity	d) Employer's contribution to provident fund	
(43) A lightening strike denotes:		
a) Going on strike after serving a notice of strike.	b) Going on strike after obtaining strike ballot.	
 Going on strike after making all necessary pre paration 	d) Going on strike suddenly	
(44) Lockout is:		
a) A reward	b) An industrial action.	
c) An incentive	d) None of these	
(45) Wild cat strike means:		
 a) A strike declared suddenly and without prior n otice. 	b) Workers resorting to violence during the strik e.	
c) A strike declared with the prior notice	d) Standing demonstration at the gate of organisa tion.	
(46) In India, the 'right to strike' is:		
a) A Fundamental right.	b) Conferred by legislation.	
 c) Provided under the directive Principal of state policy. 	d) Conferred of Government order.	
(47) 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
(48) If there are 100 workers in a factory, then one sea	at is allotted to how many workers
a) 25	b) 50
c) 100	d) 75
(49) In the maternity act, an inspector is appointed und	der which section?
a) Section 14	b) Section 2
c) Section 10	d) Section 15
(50) An worker is entitled to months notice or	notice pay in lieu of notice
a) Two	b) One
c) Three	d) Four
(51) Under Factories Act, appointment of a Safety Off yees exceeds	ficer is mandatory where the no. of emplo
a) 1000	b) 500
c) 100	d) 50
(52) Under the Factories Act, white washing of the factories months:	ctory building should be carried out in ev
a) 12	b) 24
c) 26	d) 14
should be provided when 250 emplo	byees are employed as per Factories Act,
a) Loan	b) Pension
c) Gratuity	d) Canteen
(54) The present wage ceiling per month which is impon of India, as per the Payment of Wages Act, 19	<u> •</u>
a) 10000	b) 15000
c) 18000	d) 20000
(55) The Industrial Disputes Act come into force on:	
a) 1945	b) 1946
c) 1947	d) 1948
(56) The general duties of an occupier is/are:	
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 i n, use, handling, storage and transport of articles and substances.
c) Both (a) & (b)	d) None of these
(57) The factory premises should be painted in every ct, 1948:	years as per the Factories A
a) 5 years	b) 10 years
c) 8 years	d) Annually
(58) The notice of dissolution should be signed by:	

a) 10 members and the secretary of the trade uni on	b) 20 members and the secretary of the trade uni on
c) 5 members and the secretary of the trade unio n	d) 7 members and the secretary of the trade unio n
(59) For a period of year, the arbitration award s	shall remain in operation:
a) 1 year	b) 6 months
c) 24 months	d) None of these
(60) Choose the correct objective of the Industrial Disp	putes Act.
a) To prevent illegal strikes	b) To promote measures for securing and preserv ing good relations between the employers and the employees
c) To provide relief to workmen in matters of layoffs, retrenchment, wrongful dismissals	d) All of these