

**MCQ's**

**206HRM: Employee Relations and Labour Legislations**

<b>Unit 01- Background of Employee Relations</b>		
<b>Sr.no</b>	<b>Question</b>	<b>Answer</b>
1	_____ can be defined as the relationship between the management and employees of an industry a) interpersonal relations b) industrial relations c) organizational relations d) employment relations	b
2	Industrial Relation refer to a) Central Government and State Government relations. b) Employer, Employees and Government relationship c) management and Customers relationship d) Government and Public relations.	b
3	Who is known as 'safety valve' in the field of industrial relations ? a) Employer b) Trade Union c) Safety officer d) Welfare officer.	d
4	Which one of the following cannot be included under the purview of industrial relations? a) Relations between trade unions and trade unions b) Relations between employers and trade unions c) Relations between employers and customers d) Relations between state, employer and trade unions	c

5	<p>Absence of strikes and lock-outs is an indicator of</p> <p>a) Peaceful industrial relations b) Friendly industrial relations c) Disturbed industrial relation d) None of the above</p>	a
6	<p>_____ is a continuous association of wage earners for the purpose of protecting and advancing the conditions of their working lives</p> <p>a) management b) trade union c) quality circle d) productivity circle</p>	b
7	<p>The Government's strategy in maintaining industrial relations in India is</p> <p>a) Laissez fair b) Total intervention c) Required intervention. d) none of the above</p>	c
8	<p>Bipartite industrial relations include relations between:</p> <p>a) Management and unions b) Union and government c) Management &amp; Government d) Management, Government &amp; Union</p>	a
9	<p>Which one of the following international organisations is directly related to industrial relations?</p> <p>a) United Nations Organisation b) UNESCO c) World Health Organisation d) International Labour Organisation</p>	d

10	<p>The object of trade union is to.</p> <p>a) get higher wages b) to protect labour c) get higher standard of living. d) to protect labour &amp; society</p>	c
11	<p>Which of the following machinery cannot be said to be bipartite machinery in the field of industrial relations?</p> <p>a) Works Committee b) Joint Management Council c) Shop Level Council d) Canteen committee.</p>	d
12	<p>Which of the following cannot be said to be tripartite machinery in the field of industrial relations?</p> <p>a) Indian Labour Conference b) Standing Labour Committee c) International Labour Organisation d) Wage board.</p>	d
13	<p>A criticism of the industrial relations perspective is that it:</p> <p>a) is too heavily in favour of trade unions b) focuses primarily on the institutions of job regulation and conflict resolution to the exclusion of all else c) is anti-trade union d) ignores legal influences on the employment relationship</p>	b
14	<p>Which of the following is said to be an important aspect of industrial relations?</p> <p>a) Profit and loss of the organisation b) Future expansion programme c) Conflict and co-operation. d) Quality Control</p>	c

15	<p>Which of the following ministries looks after industrial relations situation in the country?</p> <p>a) Ministry of Home Affair b) Ministry of Human Resource Development c) Ministry of Welfare d) Ministry of Labour and employment.</p>	d
16	<p>Which of the following can a union do once it is 'recognised'?</p> <p>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</p>	b
17	<p>What does discipline mean in the context of the workplace?</p> <p>a) enforcing compliance and order b) a system of rules designed to improve and correct behaviour through teaching or training c) punishment d) exercising control</p>	b
18	<p>Which of the following legislations cannot be included in the category of industrial relations legislations in India?</p> <p>a) Industrial Disputes Act, 1947 b) Trade Union Act, 1926 c) Industrial Employment (Standing orders) Act, 1946. d) Equal Remuneration Act. 1976</p>	d
19	<p>_____ Having a protecting role of safe guarding workers interests</p> <p>a) Trade unions b) Management c) International agencies d) Society</p>	a

20	<p>Which union is focused on making the skills of its members valuable and not easily replaceable in organisations?</p> <p>a) Industrial union b) Occupational union c) General union d) White-collar union</p>	b
21	<p>Which of the following areas cannot be directly included in the field of industrial relations?</p> <p>a) Trade Union Recognition b) Strike and Lock-out c) Minimum wages, Fair wages and Living wages. d) Collective bargaining</p>	c
22	<p>Which of the following is not included under industrial relations policy of a country?</p> <p>a) Recognition of trade unions and collective bargaining. b) Restrictions on strikes and lock-outs. c) Workers participation in management d) Principles of wages determination.</p>	d
23	<p>The minimum rate of subsistence allowance in case of suspension pending enquiry has been given under which of the following legislations?</p> <p>a) Industrial Disputes Act b) Trade Union Act c) Industrial Employment (Standing Orders) d) None of the above, Act</p>	c
24	<p>Which of the following regulates industrial relations in India?</p> <p>a) Industrial Disputes Act, 1947 and Trade Unions Act, 1926. b) Industrial Employment (Standing orders) Act, 1946 c) Code of Discipline and Inter-union Code of Conduct d) All of the above.</p>	d

25	<p>Peaceful industrial relations denote:</p> <ul style="list-style-type: none"> <li>a) Absence of strike and lock out</li> <li>b) Emphasis on bipartite.</li> <li>c) Co-operation between the parties</li> <li>d) All of the above.</li> </ul>	d
26	<p>The International Labor Organization was originally established as autonomous part of League of Nations in?</p> <ul style="list-style-type: none"> <li>a) 1918</li> <li>b) 1919</li> <li>c) 1917</li> <li>d) 1920</li> </ul>	b
27	<p>Identify the major actor of industrial relations from the following</p> <ul style="list-style-type: none"> <li>a) Employers</li> <li>b) Unions</li> <li>c) Government</li> <li>d) all of the above</li> </ul>	d
28	<p>Which of the following is not a determinant factor of industrial relations?</p> <ul style="list-style-type: none"> <li>a) Institutional factors</li> <li>b) Economic factors</li> <li>c) Technological factors</li> <li>d) Social stratification factors</li> </ul>	d
29	<p>Which of the following are the main reasons of workers participation in management not getting successful in India</p> <ul style="list-style-type: none"> <li>a) Multiplicity of trade union and conflicts between them</li> <li>b) Confusion and duplication of functions</li> <li>c) Lack of education and training</li> <li>d) D. All of the above</li> </ul>	d

30	<p>Who has coined the term Industrial Democracy?</p> <p>a) Karl Marx b) Sydney and Beatrice Webbs c) Peter F. Drucker d) John Dunlop</p>	b
31	<p>Parties to industrial relations are</p> <p>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 employers</p>	a
32	<p>A proactive industrial relations programme must cover the following decision(s)</p> <p>a) Communication b) Competence c) Discipline and conflict d) All of the above</p>	d
33	<p>Characteristics of Industrial Relations do not include:</p> <p>a) Industrial Relations are outcome of employment relationship in an industrial enterprise. b) Industrial Relations promote the skills and methods of adjustment and co-operation with each other. c) Industrial Relations create complex rules and regulations to maintain cordial relations. d) Industrial Relations system creates an environment of distrust and conflict</p>	d
34	<p>The constitution of India upholds the principle 'Freedom of Association' as a fundamental right enunciated by I. L. O. convention in</p> <p>a) Article 20(C) b) Article 19(C)</p>	b

	<p>c) Article 24(C) d) Article 18(C)</p>	
35	<p>A union meant to protect the interests and rights of the non-manual employees is called a:</p> <p>a) white-collar union b) blue-collar union c) brown-collar union d) none of the above</p>	d
36	<p>Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalised society?</p> <p>a) Marxist approach b) Gandhian approach c) Human relations approach d) Giri approach</p>	a
37	<p>Which of the following approaches insists on investigating the underlying trends and patterns in the cause and effect of industrial disputes?</p> <p>a) Gandhian approach b) Giri approach c) Industrial sociology approach d) Pluralist approach</p>	c
38	<p>with the rules , laws and agreement through executive and judicial machinery influences and shapes industrial relation</p> <p>a) Society b) Industry c) Government d) None of these</p>	c



39	<p>The constitution of India upholds the principle 'Freedom of Association' as a fundamental right enunciated by I. L. O. convention in</p> <ul style="list-style-type: none"> <li>a) Article 20(C)</li> <li>b) Article 19(C)</li> <li>c) Article 24(C)</li> <li>d) Article 18(C)</li> </ul>	
40	<p>ILO sets standards for which of the following?</p> <ul style="list-style-type: none"> <li>a) Disabled workers</li> <li>b) Human rights</li> <li>c) Elimination of forced labor</li> <li>d) All of them</li> </ul>	d
41	<p>Who are not the actors according to Dunlop's framework of industrial relations system?</p> <ul style="list-style-type: none"> <li>a) Managers and their representatives</li> <li>b) Workers and their organisations</li> <li>c) Specialized government agencies</li> <li>d) Communities and their associations</li> </ul>	d
42	<p>The structure of I.L.O. includes</p> <ul style="list-style-type: none"> <li>a) an International Labour Conference</li> <li>b) a Governing Body</li> <li>c) an International Labour Office</li> <li>d) All the above</li> </ul>	d
43	<p>Which of the following is not a characteristic of trade union?</p> <ul style="list-style-type: none"> <li>a) Voluntary association</li> <li>b) Common goals</li> <li>c) Intermediary</li> <li>d) d. Individual actions</li> </ul>	b

44	ILO headquarters are established in _____? a) Washington b) Paris c) London d) Geneva	d
45	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	b
46	Which of the following are approaches to Industrial relations? a) System Approach b) Sociological Approach c) Human Relations Approach d) All of the above	d
47	Which of the following is usually not an objective of industrial relations? a) Connectedness b) Collective wisdom c) Conflict prevention d) None of the above	a

48	<p>What is the meaning of Employment relations?</p> <ul style="list-style-type: none"><li>a) Relationship between worker and workers</li><li>b) Relationship between employer and employers</li><li>c) Relationship between management and workers</li><li>d) None of the above</li></ul>	c
49	<p>Which of the following methods are used in Industrial Relations System?</p> <ul style="list-style-type: none"><li>a) Collective Bargaining</li><li>b) Discipline Procedure</li><li>c) Grievance Redressal Machinery</li><li>d) All of the above</li></ul>	d
50	<p>Who has given the systems Theory of Industrial Relation?</p> <ul style="list-style-type: none"><li>a) Elton Mayo</li><li>b) Karl Marx</li><li>c) John Dunlop</li><li>d) Roethilsberger</li></ul>	c

	<b>Unit 02- Mechanism for harmonious ER:</b>	
1	<p>The situation in which the disputes arose from the labors contract and different interpretations are settled by third party is called</p> <p>a) grievance conciliation b) grievance procedures c) grievance arbitration d) grievance ratification</p>	c
2	<p>In organizations, the employee dissatisfaction is indicated by</p> <p>a) complaint b) employee ownership c) grievance arbitration d) grievance strike</p>	a
3	<p>Which of the following statements about workers' participation in Management in India is not true?</p> <p>a) It is a part of the 20 point Economic programme. b) It is provided in the Directive Principles of State Policy. c) It is made a Constitutional provision under the 42<sup>nd</sup> Amendment Act. d) It is a justice able right of the workers.</p>	d
4	<p>Which one of the following is not a machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?</p> <p>a) Conciliation Officer b) Board of Conciliation c) Collective Bargaining d) Labour Court</p>	c

5	<p>The formal written complaint of employees is called</p> <p>a) grievance arbitration b) grivance strike c) grievance d) employee ownership</p>	c
6	<p>Which are not the characteristics of grievances?</p> <p>a) Factual b) Fabricated c) Disguised d) Imaginary</p>	b
7	<p>Which of the following cannot be said to be an objective of Workers' Participation in Management?</p> <p>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.</p>	d
8	<p>_____ Which of the following is an outcome of collective bargaining?</p> <p>a) Award of Labour Court b) Award of Tribunal c) Arbitration Award d) Consent Award</p>	d
9	<p>The formal communication channels that are used to resolve employee grievances are classified as</p> <p>a) grievance conciliation b) grievance procedures c) grievance arbitration d) grivance ratification</p>	b

10	<p>Open door policy of grievance handling is best suited for _____ organizations.</p> <p>a) Small b) Big c) Medium – size d) Inter</p>	a
11	<p>Find out the characteristics of collective bargaining which is not applicable;</p> <p>a) It is a collective process. b) It is a flexible process. c) It is not a bipartite process. d) It is interdisciplinary system.</p>	c
12	<p>Identify the functions of Joint Management Council:</p> <p>a) Information sharing b) Consultative c) Administrative d) All the above</p>	d
13	<p>By which amendment the provisions of Workers' Participation in Management was incorporated in the Indian Constitution?</p> <p>a) 41 b) 42 c) 43 d) 44</p>	c
14	<p>Which of the following is not a mode of Workers' Participation in Management?</p> <p>a) Works Committee b) Employee Stock Option Plan c) Joint Management Council d) Joint Committee for Policy Formulation</p>	b

15	<p>A grievance may arise due to</p> <p>a) Poor working condition b) Labour laws c) rules and regulation d) all of the above</p>	d
16	<p>In which type of collective bargaining workers lose something instead of gaining?</p> <p>a) Concession Bargaining b) Coalition Bargaining c) Productivity Bargaining d) All the above</p>	a
17	<p>Grievance arising from working condition does not include</p> <p>a) Poor safety b) poor machinery c) unrealistic targets d) bad physical conditions</p>	c
18	<p>Grievance arising from working condition includes</p> <p>a) bad physical conditions b) unrealistic targets c) Poor wages d) overtime</p>	a
19	<p>Which of the following is helpful in the process of collective bargaining</p> <p>a) Conciliation and Mediation. b) Voluntary Arbitration. c) Adjudication. d) None of the above.</p>	a
20	<p>Disparity between skill of worker and job responsibility comes under grievance arising from</p> <p>a) Working condition b) Management Policy</p>	b

	<p>c) inter-personal factor</p> <p>d) None of the above</p>	
21	<p>The method of collective bargaining refers to:</p> <p>a) Negotiations between Employer, workers and Government Representative.</p> <p>b) Negotiations between Employer's representative and Trade union's Representative.</p> <p>c) Negotiations between Employers and the Government. Negotiations between Employer, and Customers.</p>	b
22	<p>Who has first made use of the term Collective Bargaining?</p> <p>a) G.D.H., Cole.</p> <p>b) Samuel Gompers.</p> <p>c) Sidney Webb. Robert Owen.</p>	c
23	<p>Grievance arising from management policy does not include</p> <p>a) Overtime</p> <p>b) poor wages</p> <p>c) Role conflicts</p> <p>Autocratic leadership style</p>	d
24	<p>If representatives of an employer and trade union meet together and discuss the terms and conditions of employment with a view to reaching an agreement, the process is called :</p> <p>a) Collective Bargaining.</p> <p>b) Joint Consultation.</p> <p>c) Worker's Publication and Management Arbitration.</p>	a
25	<p>An agreement arrived at by the parties and approved by a Labour Court or Tribunal is called:</p> <p>a) Award.</p> <p>b) Settlement.</p> <p>c) Consent Award</p> <p>None of the above.</p>	c



26	Grievance arising from inter-personal factors includes a) Overtime b) poor wages c) Role conflicts d) Autocratic leadership style	d
27	Which of the following weakens collective bargaining? a. Inter-union rivalries b. Absence of a collective bargaining legislation c. Hostility among the parties d. All the above.	d
28	According to V.V.Giri, which one is the best method for the settlement of industrial disputes? a) Conciliation.      b) Mediation. c) Adjudication.      d) Collective Bargaining.	d
29	When a dispute is settled by the process of collective bargaining, the document arrived a, is called : a) Settlement.      b) Agreement c) Judgment.      d) Award.	b
30	Grievance arising from management policy includes a) Poor safety b) poor machinery c) Lack of career planning d) unrealistic targets	d
31	When an agreement is arrived at in the process of collective bargaining and is registered with the conciliation officer, it is called a) Settlement. b) Converted Settlement. c) Bi-partite agreement. d) None of the above.	b

32	<p>The definition of collective bargaining that it is “negotiations about working conditions and terms of employment between an employer, a group of employers or one or more employers organisations on the one hand, and one or more representative workers organisations on the other, with a view to reaching agreement” was given by :</p> <p>a) Allen Flender b) Sidney &amp; Beatrice Webbs. c) International Labour Organisation d) Dankert.</p>	c
33	<p>Grievance arising from inter-personal factors does not includes</p> <p>a) Autocratic leadership style of superiors b) Poor relations with seniors c) unrealistic targets d) Conflicts with peers and colleagues</p>	c
34	<p>_____ means any type of dissatisfaction or discontentment’s arising out of factors related to an employee’s job which he thinks are unfair</p> <p>a) Role conflict b) Grievance c) Industrial unrest d) Cohesiveness</p>	b
35	<p>Under which policy, employees are free to meet the top executives of the organization and get their grievances redressed?</p> <p>a) Open door policy b) Step ladder policy c) Open communication policy d) Open hierarchy policy</p>	a

36	<p>The history of industrial disputes in India started after :</p> <p>a) 1855 b) 1859 c) 1875 d) 1881</p>	b
37	<p>Which of the following methods is more prominent in settling industrial disputes in India?</p> <p>a) Voluntary Arbitration b) Conciliation c) Adjudication d) Mediation</p>	b
38	<p>Which of the following methods has not been given a statutory form in India?</p> <p>a) Conciliation b) Mediation. c) Voluntary Arbitration d) Adjudication</p>	b
39	<p>Voluntary Arbitration means:</p> <p>a) Giving an award by a third person mutually agreed upon by both the parties. b) Giving an award by person appointed by the appropriate government without the consent of the parties. c) An award of Labour Court, Tribunal or National Tribunal. d) None of the above.</p>	a
40	<p>Compulsory Arbitration means:</p> <p>a) Reference of the dispute by an appropriate government to an arbitrator appointed by the appropriate government. b) Reference of the dispute by the appropriate government to an arbitrator mutually agreed upon by the parties. c) Taking the dispute to a third person by the parties. d) None of the above.</p>	a

41	<p>Conciliation is a method in which a third person:</p> <p>a) Mediates in and persuades the parties to come to an amicable settlement.</p> <p>b) Listens to both the parties and gives his own decision.</p> <p>c) Gives his decision without listening to the parties.</p> <p>d) None of the above</p>	a
42	<p>The history of conciliation started in India from:</p> <p>a) The Employers and Workmen (Disputes) Act, 1980.</p> <p>b) The Trade (Disputes) Act, 1929.</p> <p>c) The Defence of India Rules, 1940.</p> <p>d) The Industrial Disputes Act, 1947.</p>	b
43	<p>The Court of Inquiry under the Industrial Disputes Act, 1947 will conclude its proceeding within a period of :</p> <p>a) 14 days.</p> <p>b) 02 months.</p> <p>c) Six months.</p> <p>d) One year.</p>	c
44	<p>A board of conciliation under the industrial disputes act, 1947 may consist of :</p> <p>a) Three persons.</p> <p>b) Five persons.</p> <p>c) Three or five persons.</p> <p>d) None of the above.</p>	c
45	<p>Which of the following is not true regarding dealing with grievances?</p> <p>a) The complainant should be allowed to express himself completely</p> <p>b) Attempts should be made to get at the root of the problem</p> <p>c) The management must not show their anxiety to remove the grievances of the workers.</p> <p>d) If grievances are real and their causes are known, attempts should be made to remove it.</p>	c

46	<p>The appropriate government may appoint one or more industrial tribunals for adjudication of industrial disputes relating to any matter, whether specified in :</p> <p>a) The second Schedule. b) The Third Schedule. c) Second or third schedule. d) None of the above.</p>	c
47	<p>Section 22 and 23 of the industrial disputes act, 1947 are related to</p> <p>a) lay-off and Retrenchment. b) Strikes and lock-outs. c) Closure. d) Protect workmen.</p>	b
48	<p>Which of the following constitutes essentials of a good grievance procedure except?</p> <p>a) Flexible b) Simple c) Unbound d) Set up with participation of all leaders of the employees</p>	c
49	<p>In step-ladder procedure of grievance handling which is the foremost step, an aggrieved employee must undertake_____.</p> <p>a) Going to the head of the department b) Filing of written grievance c) Going to the labour courts d) approach to joint grievance committee</p>	c
50	<p>The conciliation officer is given the power of_____.</p> <p>a) Civic court b) Labour court c) Standing officer d) Arbitrator</p>	a

	<b>Unit 03- The Industrial Disputes Act 1947</b>	
1	Industrial disputes may take place due to : a) Wage. b) Bonus. c) Trade Union Recognition. d) All the above.	d
2	The industrial disputes act in India was passed in : a) 1926 b) 1946 c) 1947 d) 1948	c
3	Works-committee is a: a) Bi-partite body. b) Tripartite body. c) Adjudication machinery. d) Wage fixing machinery.	a
4	The conciliation officer generally concludes his proceeding within: a) Ten Days b) Fourteen days. c) One month. d) Two months.	b
5	Which of the following methods is not incorporated under the industrial disputes act, 1947. a) Collective bargaining. b) Conciliation c) Arbitration. d) Adjudication.	a

6	<p>Till what period from the conclusion of adjudication proceedings a workman cannot go on strike under the industrial disputes act' 1947</p> <p>a) Six Months. b) Four months. c) Three months. d) Two months.</p>	d
7	<p>In a situation to be called as strike, which of the following must be present?</p> <p>a) Plurality of workmen. b) Cessation of work or refusal to continue to work. c) Acting in combination or concerted action under a common understanding. d) All the above.</p>	d
8	<p>Which of the following statements is not correct?</p> <p>a) The notice of lockout or strike shall not be necessary where there is already in existence a strike or as may be in case of lockout in public utility service. b) A Lockout declared in consequence of an illegal strike shall not be deemed to be illegal. c) A Lockout declared in consequence of an illegal lockout shall not be deemed to be illegal. d) A strike or lockout may be declared even before the date mentioned in the notice.</p>	d
9	<p>The retrenchment compensation will be equivalent to:</p> <p>a) 25 days average pay for every completed year of continuous service. b) 20 days average pay for every completed year of continuous service. c) 15 days average pay for every completed year of continuous service. d) 10 days average pay for every completed year of continuous service.</p>	c

10	<p>Who among the following is not entitled to lay-off compensation under the industrial disputes act, 1947?</p> <p>a) A permanent worker. b) An irregular worker. c) A casual worker d) All the above.</p>	c
11	<p>The general provisions regarding lay-off apply to :</p> <p>a) Industrial establishments in which atleast 50 workmen are employed and which are not of a seasonal character. b) Industrial establishments in which atleast 100 workmen are employed. c) Industrial establishments which are not of seasonal character. d) To all industrial establishments which come under the purview of the Factories Act, 1948.</p>	a
12	<p>Among the methods for settlement for industrial disputes listed below, which one is not relevant here?</p> <p>a) Collective Bargaining. b) Compulsory Adjudication. c) Voluntary Arbitration d) Reference to civil court.</p>	d
13	<p>Which one of the following is the last weapon in the hands of workers:</p> <p>a) Lay-off. b) Lock-out. c) Closure. d) Strike</p>	d
14	<p>Every workman whose name is borne on the muster rolls of an industrial establishment and who presents himself for work at the establishment shall be deemed to be laid-off if the employer does not provide him work :</p> <p>a) Within 2 hours of his so presenting. b) Within 4 hours of his so presenting.</p>	a



	<p>c) Within 6 hours of his so presenting.</p> <p>d) None of the above.</p>	
15	<p>Which one of the following cannot be said to be an industrial dispute?</p> <p>a) Disputes between employer and employer.</p> <p>b) Disputes between employer and workmen.</p> <p>c) Disputes between workmen &amp; workmen.</p> <p>d) Disputes between employer and the customer.</p>	d
16	<p>The period of one year of continuous service under the industrial Disputes Act, 1947 means?</p> <p>a) An uninterrupted service of the all 365 days.</p> <p>b) A continuous service of all atleast 300 days.</p> <p>c) A continuous service of all atleast 300 days.</p> <p>d) 240 days service in a year.</p>	d
17	<p>A lay-off is declared is case of :</p> <p>a) Surplus labour.</p> <p>b) When worker threaten to go on strike..</p> <p>c) Failure of power or shortage of raw materials.</p> <p>d) The employer is running in heavy loss.</p>	c
18	<p>The “Protected Workmen” refer to:</p> <p>a) Any member of a registered trade union in the establishment.</p> <p>b) A workman who is a member of executive.</p> <p>c) A workman who is an office bearer.</p> <p>d) A workman who is either a member of executive or office bearer of a registered trade union connected with the establishment.</p>	d
19	<p>According to the industrial disputes act, 1947, the employer will normally retrench :</p> <p>a) The senior most worker of that category.</p> <p>b) An inefficient worker of that category.</p> <p>c) Any worker of that category.</p> <p>d) The last person to be employed in that category.</p>	d

20	<p>Organizations employing 100 or more workmen will be required to give a notice for retrenching an employee which should be:</p> <p>a) 3 months notice in writing indicating the reasons of etrenchment.</p> <p>b) 2 months notice in writing indicating the reasons of retrenchment.</p> <p>c) One months notice in writing indicating the reasons of retrenchment.</p> <p>d) None of the above.</p>	a
21	<p>An award will remain in operation for a minimum period of:</p> <p>a) 06 months from the date on which it becomes enforceable.</p> <p>b)One year from the date on which it becomes enforceable.</p> <p>c)Two year from the date on which it becomes enforceable.</p> <p>d)Three year from the date on which it becomes enforceable</p>	b
22	<p>Termination of the services of surplus employees from any organization is called:</p> <p>a) Disciplinary action.</p> <p>b) Retirement.</p> <p>c) Lay-off.</p> <p>d) Retrenchment</p>	d
23	<p>An employer of an establishment serves a three months notice on the workmen to be retrenched. The statement above indicates that the establishment employs:</p> <p>a)100 workmen.</p> <p>b) More than 50 but less than 100 workmen.</p> <p>c)Less than 50 workmen.</p> <p>d)None of the above.</p>	a

24	<p>Any employer employing 100 or more workers and who intends to close down his undertaking will have to give a notice to the appropriate government stating the reasons of closure.</p> <p>a) Atleast 30 days before the date of closure.  b) Atleast 60 days before the date of closure.  c) Atleast 90 days before the date of closure  d) Atleast 120 days before the date of closure.</p>	c
25	<p>Where an undertaking is closed down for any reason whatsoever, every workman shall be entitled to notice and compensation if he has put in:</p> <p>a) Five year of continuous service.  b) Two year of continuous service.  c) One year of continuous service.  d) Six months of continuous service.</p>	c
26	<p>An interim or a final determination of any industrial dispute by any Labour Court is known as:</p> <p>a) Agreement.  b) Settlement.  c) Award.  d) Judgment.</p>	c
27	<p>No notice of closure will be required to be served on the appropriate government if the number of workers employed is:</p> <p>a) Less than 200.  b) Less than 100.  c) Less than 50.  d) Less than 25.</p>	c

28	<p>How many days before, an employer intending to close down his undertaking in which 62 workmen are employed, has to serve a notice to the appropriate government:</p> <p>a) 60 days. b) 70 days. c) 90 days. d) 240 days.</p>	a
29	<p>Closure means:</p> <p>a) Closing down the place of work for a short period. b) Closing down the place of employment permanently. c) Suspension of work due to shortage of raw materials. d) Refusal to give employment due to industrial disputes.</p>	b
30	<p>An Award must be published by the appropriate government in the official gazette within:</p> <p>a) 15 days from date of the receipt. b) 30 days from date of the receipt. c) 45 days from date of the receipt. d) 60 days from date of the receipt.</p>	b
31	<p>An Award must be published by the appropriate government in the official gazette within:</p> <p>a) 15 days from date of the receipt. b) 30 days from date of the receipt. c) 45 days from date of the receipt. d) 60 days from date of the receipt.</p>	b
32	<p>Contract Labour (Regulation and Abolition Act), 1970 can be classified into the category of:</p> <p>a) Social Security Act b) Industrial Relations Act c) Welfare Act d) Commercial Act</p>	c

33	<p>Contract Labour (Regulation and Abolition) Act, 1970 applies to every establishment/ contractor in which _____workmen are employed or were employed on any day of the preceding twelve months as contract labour.</p> <p>a) Ten or more b) Fifteen c) Twenty or more d) Twenty-five or more</p>	c
34	<p>The Contract Labour (Regulation and Abolition) Act, 1970 shall not apply to establishments in which work is of _____</p> <p>a) An intermittent or casual nature b) Permanent work c) Both (A) &amp; (B) d) None of the above</p>	a
35	<p>One the objective of Contract Labour (Regulation and Abolition Act),is use to ..... contract employees.</p> <p>a) Increase b) Decrease c) Promote d) Develop</p>	b
36	<p>Contract Labour (Regulation and Abolition Act), prohibits use of contract labour for..... Function.</p> <p>a) Financial b) Core c) Day to day d) Effective</p>	b

37	Contract Labour (Regulation and Abolition Act), prohibits use of contract labour for core function. The purpose was to ensure interest of a) Factories b) Contract employees c) Permeant employee d) D. Trade union	c
38	What are the facilities are needed for employees by an organization as per the The Contract Labour (Regulation and Abolition) Act 1970?	d

<b>Unit 4- Legislations governing Unions and wages</b>		
1	The Trade Unions Act came into operation from _____. a) 1st June, 1927 b) 1st May, 1926 c) 1st June, 1926 d) None of the above	a
2	In which year's amendment of the act was the word "Indiana" removed? a) 1947 b) 1960 c) 1964 d) 1962	c
3	The act came into force from _____. a) 1st June, 1927 b) 1st April, 1965 c) 1st May, 1960 d) 1st April, 1962	b
4	The act was enacted with the objective of providing for the registration of trade unions and verification of the membership of trade unions registered so that they may acquire a legal and corporate status.  a. True b. False	a
5	What is the minimum number of trade union members requires in registering themselves as a union? a) 7 b) 10 c) 5 d) 15	a
6	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 (consolidation) Act, 1992 d) d. The industrial Employment Act, 1946	c

7	<p>Which section of the act deals with the registration of the trade unions?</p> <p>a) Section 8 b) Section 7 c) Section 9 d) Section 10</p>	a
8	<p>State true or false.</p> <p>The registrar has the right to cancel the registration of the union if he is satisfied that the certificate has been obtained by fraud or mistake.</p> <p>a) True b) False</p>	a
9	<p>Which of the following acts do not apply to the registered trade unions?</p> <p>a) The Co-operative Societies Act, 1912 b) The Societies Registration Act, 1860 c) The Companies Act, 1956 d) All of the above</p>	d
10	<p>Which of the following is an object on which general funds could be spent as per section 15 of the act?</p> <p>a) Payment to buy goods required for the enterprise b) Payment of employees in the factory establishment c) The payment of expenses for the administration of trade union or any member thereof d) All of the above</p>	c
11	<p>State true or false</p> <p>A person who has attained the age of 10 years can be a member of a registered trade union subject to any rules of the trade union.</p> <p>a) True b) False</p>	b



12	<p>On which of the following grounds an office bearer or executive of the trade union be disqualified?</p> <p><b>A.</b> Has been convicted by the court of any offence involving moral turpitude</p> <p><b>B.</b> Has not attained the age of 18 years</p> <p><b>C.</b> Is not working with any establishment</p> <p>a) A &amp; B b) A &amp; C c) B &amp; C d) A, B and C</p>	a
13	<p>How many member's consent is required to change the name of the registered trade union?</p> <p>a) 1/4th of the total members b) 3/4th of the total members c) Half of the total members d) 2/3rd of the total member</p>	d
14	<p>How many percentage of votes should be recorded when amalgamating 2 or more registered trade unions?</p> <p>a) 60% b) 50% c) 20% d) 75%</p>	a
15	<p>How many members should sign the notice of dissolution?</p> <p>a) 5 members and the secretary of the trade union b) 10 members and the secretary of the trade union c) 20 members and the secretary of the trade union d) 7 members and the secretary of the trade union</p>	d
16	<p>On what grounds can a union refuse to admit a person or expel a member?</p> <p>a) Because of goodwill b) Because of misconduct c) Because of change in job d) None of the above</p>	b

17	<p>The Act prescribing minimum limit of wages in certain employment is known as _____</p> <p>a) Payment of Wages Act, 1936 b) Factories Act, 1948 c) Minimum Wages Act, 1948 d) Child Labour (Prohibition and Regulation) Act, 1986</p>	c
18	<p>Minimum Wages Act, 1948 requires _____ to fix minimum rates of wages in respect of employment specified in the schedule.</p> <p>a) Central Government b) State Government c) Local Administration d) Appropriate Government</p>	d
19	<p>Since the respective State Governments have been empowered under the Minimum Wages Act, 1948 to independently fix minimum wages, disparities between wages in neighbouring states are common.</p> <p>a) True b) False because State Governments are not empowered to fix minimum wages independently. c) False because there are no disparities between wages in different States. d) False because of both (b) and (c).</p>	a
20	<p>Minimum Wages Act, 1948 extends to</p> <p>a) Whole of India b) Whole of India except Jammu and Kashmir. c) Whole of India except Union Territories d) Whole of India except Andaman and Nicobar.</p>	a
21	<p>“Adolescent” under the Minimum Wages Act, 1948 means a person _____</p> <p>a) Who has completed his fourteenth year of age but has not completed his eighteenth year b) Who has completed his tenth year of age but has not completed his eighteenth year c) Who has completed his fourteenth year of age but has not completed his twentieth year d) Who has completed his twelfth year of age but has not completed his twentieth year</p>	a

22	<p>“Adult under the Minimum Wages Act, 1948 means a person who has completed his _____ year of age.</p> <p>a) Fourteenth b) Eighteenth c) Twentieth d) Twenty First</p>	b
23	<p>“Appropriate Government” under the Minimum Wages Act, 1948 has the same definition as</p> <p>a) Payment of Wages Act, 1936 b) Companies Act, 1956 c) Partnership Act, 1932 d) Contract Act, 1872</p>	a
24	<p>According to Minimum Wages Act, 1948, a “Child” means a person who has not completed his</p> <p>a) 10th year of age b) 12th year of age c) 14th year of age d) 16th year of age</p>	c
25	<p>An index number in relation to employees in any scheduled employment in respect of which minimum rates of wages have been fixed under the Minimum Wages Act, 1948 is known as</p> <p>a) Cost of living Index Number b) Wholesale Price Index c) Consumer Price Index d) Cost of Products and Services</p>	a
26	<p>“Wages” under the Minimum Wages Act, 1948 has similar meaning as in the _____</p> <p>a) Payment of Wages Act, 1936 b) Companies Act, 1956 c) Partnership Act, 1932 d) None of the above</p>	a

27	<p>“Wages” under the Minimum Wages Act, 1948 does not include_____</p> <p>a) Value of house accommodation supply of light, water, medical attendance</p> <p>b) Value of travelling allowance or the value of any travelling concession</p> <p>c) Gratuity payable on discharge</p> <p>d) All of the above</p>	d
28	<p>Which of the following is excluded from the definition of “Wages” under the Minimum Wages Act, 1948?</p> <p>a) House Rent Allowance</p> <p>b) Dearness Allowance</p> <p>c) Basic Salary</p> <p>d) All of the above</p>	a
29	<p>Which of the following is excluded from the definition of “Wages” under the Minimum Wages Act, 1948?</p> <p>a) Leave Travel Allowance</p> <p>b) Dearness Allowance</p> <p>c) Basic Salary</p> <p>d) All of the above</p>	a
30	<p>How many schedule(s) is/are there of the Minimum Wages Act, 1948?</p> <p>a) 1</p> <p>b) 2</p> <p>c) 3</p> <p>d) 4</p>	a
31	<p>How many parts are there in the schedule of the Minimum Wages Act, 1948?</p> <p>a) 1</p> <p>b) 2</p> <p>c) 3</p> <p>d) 4</p>	b

32	<p>Definition of “Employee” under the Minimum Wages Act, 1948 includes</p> <p>a) Skilled labour – Clerical labour</p> <p>b) Skilled and unskilled both labour – Manual labour</p> <p>c) Skilled and unskilled both labour – Manual and clerical both labour</p> <p>d) Unskilled labour – Manual labour</p>	c
33	<p>Definition of “Employee” under the Minimum Wages Act, 1948 _____ an out-worker.</p> <p>a) Includes</p> <p>b) Excludes</p> <p>c) Includes or excludes at the discretion of Appropriate Government</p> <p>d) The Act is silent on this provision</p>	a
34	<p>Under the Minimum Wages Act, 1948, a/an “_____” employee is one who does operations that involve the performance of simple duties, which require the experience of little of no independent judgment or previous experience although familiarity with the occupational environmental is necessary.</p> <p>a) Unskilled</p> <p>b) Semi-skilled</p> <p>c) Skilled</p> <p>d) White collar</p>	a
35	<p>Whose work requires physical exertion and familiarity with variety of articles or goods?</p> <p>a) Unskilled employee</p> <p>b) Semi-skilled employee</p> <p>c) Skilled employee</p> <p>d) None of above</p>	a
36	<p>Under the Minimum Wages Act, 1948 a/an “_____” worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgement, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others.</p> <p>a) Unskilled</p> <p>b) Semi-skilled</p> <p>c) Skilled</p> <p>d) Out-worker</p>	b

37	<p>Whose work is limited to the performance of routine operations of limited scope?</p> <p>a) Unskilled b) Semi-skilled employee c) Skilled employee d) Out-worker employee</p>	b
38	<p>Under the Minimum Wages Act, 1948, a(an) “_____” employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility.</p> <p>a) Unskilled b) Semi-skilled c) Skilled d) Domestic</p>	c
39	<p>Who must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed?</p> <p>a) Unskilled employee b) Semi-skilled employee c) Skilled employee d) Out-worker</p>	c
40	<p>A “_____” worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.</p> <p>a) Unskilled b) Semi-skilled c) Skilled d) Highly skilled</p>	d
41	<p>The responsibility of fixing minimum wages lies with</p> <p>a) State Government b) District Magistrate c) Appropriate Government d) Local Authorities</p>	c

<b>Unit 05- Legislation governing working environment</b>		
1	<p>In which year did factories act come into force?</p> <p>a) 23rd September, 1948 b) 1st April, 1949 c) 4th April, 1949 d) 12th September, 1948</p>	b
2	<p>How many days in advance does the occupier of a factory premises gives notice of occupancy to the chief inspector?</p> <p>a) 15 days b) 20 days c) 10 days d) 25 days</p>	a
3	<p>What are the general duties of an Occupier?</p> <p><b>A.</b> Maintenance of a plant and system of work in factory are safe, without risks to health. <b>B.</b> Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances. <b>C.</b> Specifying the area <b>D.</b> Defining the local mean time ordinarily deserved therein.</p> <p>a) D b) C c) Only A &amp; B d) All of the above</p>	c
4	<p>Which provisions regarding health are mentioned in the sections 11 to 20 in factories act?</p> <p><b>A.</b> Cleanliness <b>B.</b> Dust and fumes <b>C.</b> Ventilation and temperature <b>D.</b> Disposal of wastes</p>	d

	<ul style="list-style-type: none"> <li>a) Only B &amp; C</li> <li>b) Only A &amp; D</li> <li>c) None of the above</li> <li>d) All of the above</li> </ul>	
5	<p>As per the factories act, after how many years should the factory premises be painted and refurbished?</p> <ul style="list-style-type: none"> <li>a) 5 years</li> <li>b) 2 years</li> <li>c) 10 years</li> <li>d) Annually</li> </ul>	a
6	<p>As per section 2 in factories act, who will be called as an adult?</p> <ul style="list-style-type: none"> <li>a) A person who has completed 21 years of age</li> <li>b) A person who is less than 19 years of age</li> <li>c) A person who has completed 24 years of age</li> <li>d) A person who has completed 18 years of age</li> </ul>	d
7	<p>Section 2(g) under the act defines _____</p> <ul style="list-style-type: none"> <li>a) Factory</li> <li>b) Manufacturing process</li> <li>c) Worker</li> <li>d) Occupants</li> </ul>	b
8	<p>Match the following</p> <ul style="list-style-type: none"> <li>1. Approval, licensing and registration of factories ----a.) Section 18</li> <li>2. Arrangements for drinking water ----- b.) Section 35</li> <li>3. Maintenance of buildings ----- c.) Section 6</li> <li>4. Protection of eyes ----- d.) Section 40A</li> </ul> <ul style="list-style-type: none"> <li>a) 1 - c, 2 - a, 3 - d, 4 - b</li> <li>b) 1 - b, 2 - a, 3 - d, 4 - c</li> <li>c) 1 - c, 2 - d, 3 - a, 4 - b</li> <li>d) 1 - a, 2 - c, 3 - d, 4 - b</li> </ul>	a



9	<p>If there are ____ numbers of employees, then the employer has to provide a canteen.</p> <p>a) 250 b) 510 c) 320 d) 100</p>	a
10	<p>Which of the following diseases is not mentioned in the section 89 of factories act?</p> <p>a) Anthrax b) Asbestosis c) Phosphorus d) Pneumonia</p>	d
11	<p>If a company has _____ number of employees, then the appointment of a safety officer is mandatory under the factories act.</p> <p>a) 500 b) 100 c) 1000 d) 10000</p>	c
12	<p>Which of the following is an obligation of the employer is as mentioned in the factories act?</p> <p><b>A.</b> Provide all benefits and facilities to the workers regarding annual leave, weekly holidays, and extra wages for overtime, washing, first aid, canteens, crèches, rest and lunch rooms.</p> <p><b>B.</b> Applicable to all workers</p> <p><b>C.</b> To prevent haphazard growth of factories through the provisions related to the approval of plans before the creation of a factory.</p> <p><b>D.</b> To ensure adequate safety measures and to promote the health and welfare of the workers employed in factories.</p> <p>a) Only C b) Only A c) B, C and D d) All of the above</p>	b

13	<p>Fitness certificate granted under "sub section 2" of the act is valid for how many months?</p> <p>a) 10 months b) 24 months c) 6 months d) 12 months</p>	d
14	<p>From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?</p> <p>a) Canteen b) Creches c) Drinking water d) First aid</p>	c
15	<p>Which section of the act covers the topic annual leave with wages?</p> <p>a) Section 27 b) Section 5 c) Section 86 d) Section 79</p>	d
16	<p>How many hours in a week can an adult work as per factories act?</p> <p>a) 9 hours b) 56 hours c) 34 hours d) 48 hours</p>	d
17	<p>State true or false for the below given statement.</p> <p>Under sub section 2A, the state government by notification in the gazette can appoint only one of each, i.e. chief inspector, joint chief inspectors, inspectors and deputy chief inspectors.</p> <p>a) True b) False</p>	b
18	<p>In the maternity act, an inspector is appointed under which section?</p> <p>a) Section 14 b) Section 2 c) Section 10 d) Section 15</p>	a

19	<p>What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?</p> <p>a) 365 days b) 120 days c) 80 days d) 240 days</p>	c
20	<p>What is the maximum period for which any woman is entitled to maternity benefit?</p> <p>a) 6 weeks b) 12 weeks c) 18 weeks d) 24 weeks</p>	b
21	<p>What is the amount of medical bonus entitled to a woman who is also entitled to receive maternity benefit?</p> <p>a) 250 rupees b) 500 rupees c) 1000 rupees d) 100 rupees</p>	a
22	<p>The maternity benefit act's objectives were achieved by the enactment of _____</p> <p>a) Factories Act, 1948 b) Payment of wages act, 1936 c) Employees State Insurance Act of 1948 d) Standing orders act, 1946</p>	c
23	<p>In which year did the amendment act come into force?</p> <p>a) 1996 b) 1961 c) 1998 d) 1976</p>	a
24	<p>State true or false: Section 10 discusses about the leave for illness arising out of pregnancy.</p> <p>a) True b) False</p>	a

25	<p>How many weeks in advance a written notice for maternity leave has to be given to the employer by the expecting women?</p> <p>a) 4 weeks b) 7 weeks c) 1 week d) 8 weeks</p>	b
26	<p>State the objectives of the act?</p> <p>a) To regulate the employment of women workers in such establishments for certain period before and after child birth. b) Application of act in every establishment being a factory, mine or plantation c) To provide satisfactory conditions to expectant women d) d. All of the above</p>	a
27	<p>Till what age of the child will a mother get 2 nursing breaks in the course of her daily work?</p> <p>a) 12 months b) 6 months c) 18 months d) 15 months</p>	d
28	<p>As per section 18, if an employer discharges or dismisses a woman during or on account of her absence from work during the maternity leave, then what is the punishment faced by an employer?</p> <p>a) 3 months or more and will extend to 1 year b) 6 months or more and will extend to 2 years c) 3 months or more and will extend to 2 years d) None of the above</p>	a
29	<p>As per section 9, for how many weeks a woman is entitled for leave in case of a miscarriage?</p> <p>a) 3 weeks b) 9 weeks c) 1 week d) 6 weeks</p>	d

30	<p>State true or false: Section 17 describes the obligations of the employer under the maternity benefit act.</p> <p>a) True b) False</p>	b
31	<p>Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 received the assent of the President on?</p> <p>a) 8 March 2013 b) 22 April 2013 c) 8 December 2012 d) 22 March 2013</p>	b
32	<p>Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 is Act ___ of 2013?</p> <p>a) 14 b) 37 c) 32 d) 9</p>	a
33	<p>What is the purpose of Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?</p> <p>a) provide protection against sexual harassment of women at workplace b) prevention and redressal of complaints of sexual harassment c) Both a and b above d) None of these</p>	c
34	<p>Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into force on?</p> <p>a) 22 April 2013 b) 9 December 2013 c) 21 August 2014 d) 22 January 2015</p>	b

35	<p>“Chairperson” under Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 means?</p> <p>a) Chairman of Parliamentary Committee on Women b) Minister of Women and Child Development c) Chairperson of National Women’s Commission d) Chairperson of the Local Complaints Committee</p>	d
36	<p>“Employee” under Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 means?</p> <p>a) regular employee b) temporary employee c) adhoc/daily wage employee d) All the above</p>	d
37	<p>Which among the following is a “sexual harassment” as defined under Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?</p> <p>a) physical contact and advances b) a demand or request for sexual favours c) showing pornography d) All the above</p>	d
38	<p>Which among the following does not come under the meaning “workplace” under Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?</p> <p>a) any private sector organisation b) hospitals or nursing homes c) any sports institute, stadium, sports complex d) None of these</p>	d
39	<p>Which of the following may amount to sexual harassment under Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013?</p> <p>a) implied or explicit promise of preferential treatment in her employment b) implied or explicit threat of detrimental treatment in her employment c) humiliating treatment likely to affect her health or safety d) All the above</p>	d

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40	Section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013 deals with? a) Complaint of sexual harassment b) Inquiry into complaint. c) Institution of Internal Committee d) Prohibition of publication or making known contents of complaint and inquiry proceedings	c
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