

22509: Management:

**Legislative Acts: Explain the purpose of the act:**

**Assessments: Formative**

Dr. Shrikant Gorane

**Assessment Type: Summative: End of CO: in LMS**

Summative: Q 1	Summative: Q 2	Summative: Q 3	Summative: Q 4	Summative: Q 5
Industrial legislation necessary for	Industrial legislation safeguard the _____ against exploitation	Factories act came into force from	Which industrial act safeguards interests of workers regarding their health, safety and welfare?	It is an Act to provide for the compensation for injury by accident
<b>Recall/ Remembering</b>	<b>Application</b>	<b>Recall/ Remembering</b>	<b>Application</b>	<b>Application</b>
A. Social welfare of worker	A. Top management	A. 1948	A. Workmen's compensation act.	A. Indian factories act
B. Economic benefits of workers	B. Workers	B. 1950	B. Minimum wages ac	B. Minimum wages act
C. Improve efficiency of industry	C. Middle Management	C. 1972	C. Indian factories act.	C. Workmen's compensation act
D. All above	D. All above	D. 1976	D. Industrial dispute act	D. Industrial dispute act
<b>Ans: D</b>	<b>Ans: C</b>	<b>Ans: A</b>	<b>Ans: C</b>	<b>Ans: C</b>

22509: Management:

**Legislative Acts: Explain the main provisions of The Indian Factory Act 1948:**

**Assessments: Formative**

Dr. Shrikant Gorane

**Assessment Type: Summative: End of CO: in LMS**

Summative: Q 1	Summative: Q 2	Summative: Q 3	Summative: Q 4	Summative: Q 5
Indian factory act come in to force on -----	As per Indian factory act, The person who has control over the affairs of factory is known as -----	As per Indian Factory act, Employer has to provide canteen facility, if there are ---- number of	-- is not statutory welfare facility under Factory act	arrangements of drinking water is mentioned under----- section of Factory act
<b>Remember</b>	<b>Remember</b>	<b>Understanding</b>	<b>Understanding</b>	<b>Understanding</b>
A. 1st May 1960	A. Employee	A. 50	A. Canteen	A. 15
B. 1st April 1949	B. Worker	B. 100	B. Medical	B. 11
C. 15th August 1947	C. Occupier	C. 200	C. Transport	C. 10
D. 26th January 1950	D. None of the above	D. 250	D. None of the above	D. 18
<b>Ans: B</b>	<b>Ans: C</b>	<b>Ans: D</b>	<b>Ans: C</b>	<b>Ans: D</b>

Compiled by Vishal Chavare

Summative: Q 6	Summative: Q 7	Summative: Q 8	Summative: Q 9	Summative: Q 10
The occupier of a factory is required to send written notice to the Chief Inspector of Factories at least ----- days before he begins to occupy the premises as factory.	As per the Factories Act, 1948 any engine, motor or other appliance which generates or otherwise provides power is termed as	As per section 16 of the Factory Act, 1948 the minimum space to be allocated to each worker employed in the factory is	An adult worker is allowed to work for ----- hours in a week.	Section 2 (m) of the Factory Act 1948 Says about
<b>Application</b>	<b>Remember</b>	<b>Remember</b>	<b>Remember</b>	<b>Remember</b>
a) 7	a) Prime Mover	a) 12.2 cu.met	a) 35	a) Factory
b) 15	b) Machinery	b) 13.2 cu.met	b) 48	b) Manufacturing Process
c) 10	c) Equipment	c) 4.2 cu.met	c) 40	c) Workers
d) 30	d) All of the Above	d) 15.2 cu.met	d) 45	d) All of the Above
<b>Ans: B</b>	<b>Ans: A</b>	<b>Ans: C</b>	<b>Ans: B</b>	<b>Ans: B</b>

Compiled by Vishal Chavare

Summative: Q 11	Summative: Q 12	Summative: Q 13	Summative: Q1 4	Summative: Q 15
The maximum daily hours of work in a day with normal wage allowed in factories is - -----	----- is the chairman of Site Appraisal Committees	----- authority enforces the Factory Act 1948	----- means a person who has completed his fourteenth year of age but has not completed his eighteenth year	----- means a person who has completed his eighteenth year of age
Remember	Remember	Remember	Remember	Remember
a) 8	a) The Chief Inspector of the State	a) The Heavy Industries Department of Central Government	a) adult	a) Minor
b) 9	b )The Inspector of The District	b) Human Resources Department	b) adolescent	b) adolescent
c) 10	c) Occupier	c) The Labour Department of the State Government	c) workmen	c) Adult
d) 11	d) None of the above	d) All of the Above	d) None of the above	d) None of the above
<b>Ans: B</b>	<b>Ans: A</b>	<b>Ans: C</b>	<b>Ans: B</b>	<b>Ans: C</b>

22509: Management:

**Legislative Acts: Explain the main provisions of The Indian Factory Act 1948:**

**Assessments: Formative**

Dr. Shrikant Gorane

**Assessment Type: Summative: End of CO: in LMS**

Summative: Q 1	Summative: Q 2	Summative: Q 3	Summative: Q 4	Summative: Q 5
Section 27 under the Industrial dispute act is about	In _____ year did the Industrial Dispute act come into operation.	_____ is a machinery for the settlement of Industrial Disputes in India	_____ machinery has been mentioned in the Industrial Dispute act accountable for the speedy and amicable settlement of industrial disputes	_____ means an interim or a final determination of any industrial dispute or of any question relating there by any labour court.
<b>Understand</b>	<b>Understand</b>	<b>Understand</b>	<b>Remember</b>	<b>Remember</b>
a) Manufacturing process	a) 1960	a) National Commission on Labour	a) Adjudication	a) Banking Company
b) Penalty for instigation/Provocation	b) 1947	b) Wage Board	b) Conciliation	b) Conciliation Proceeding
c) occupier	c) 2019	c) Industrial Tribunal	c) Arbitration	c) Closure
d) None of the above	d) 1965	d) Standing Labour Committee	d) Appropriate government	d) Award
<b>Ans: B</b>	<b>Ans:B</b>	<b>Ans:C</b>	<b>Ans:B</b>	<b>Ans:D</b>

Compiled by Vishal Chavare

Summative: Q 6	Summative: Q 7	Summative: Q 8	Summative: Q 9	Summative: Q 10
Industrial Dispute means, Dispute between -----	The ----- authorities are set up for settling the industrial Dispute.	'Award' under Industrial Disputes Act, 1947 is-----	How many members does a conciliation board consist of as per the appropriate government?	_____ includes any court constituted under any law relating to investigation and settlement of industrial disputes in force in any State
<b>Understand</b>	<b>Remember</b>	<b>Understand</b>	<b>Understand</b>	<b>Remember</b>
a) Employer and workmen	a) labour court	a) interim determination of industrial dispute	a) Chairman and 2 or 4 other members	a) Labour court
b) workmen and workmen	b) Industrial Tribunal	b) final determination of industrial dispute	b) Chairman and 1 more member	b) District court
c) Employer and Employer	c) Conciliation Board	c) arbitration award under Section 10A	c) Chairman and 5 or 6 other members	c) Supreme court
d) All of the Above	d) All of the Above	d) Both A & B	d) Chairman and 10 other members	d) None of the above
<b>Ans:D</b>	<b>Ans:D</b>	<b>Ans:D</b>	<b>Ans:A</b>	<b>Ans:A</b>

Compiled by Vishal Chavare

Summative: Q 11	Summative: Q 12	Summative: Q 13	Summative: Q1 4	Summative: Q 15
No person employed in a public utility service shall go on strike in breach of contract within ____ of giving such a notice.	Section ____ of industrial dispute act covers the compensation provided to workers who are in continuous service for not less than one year.	----- 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	Where do the labour court, tribunal and national tribunals submit their awards of the dispute?	How much compensation does the workman deserve at the time of retrenchment?
<b>Understand</b>	<b>Understand</b>	<b>Remember</b>	<b>Remember</b>	<b>Remember</b>
a) 2 weeks	a) 25	a) 15 days	a) Appropriate government	a) Equivalent to 15 days average pay
b) 6 weeks	b) 25A	b) 7 days	b) Central government	b) 6 months
c) 1 week	c) 25-FFF	c) 180 days	c) Employer	c) Equivalent to 30 days average pay
d) 4 weeks	d) 26	d) 30 days	d) Conciliation	d) None of the above
<b>Ans:B</b>	<b>Ans:C</b>	<b>Ans:D</b>	<b>Ans:A</b>	<b>Ans:A</b>

2509: Management:

**Legislative Acts: Explain the main provisions of Workmen Compensation Act:**

**Assessments: Formative**

Dr. Shrikant Gorane

**Assessment Type: Summative: End of CO: in LMS**

Summative: Q 1	Summative: Q 2	Summative: Q 3	Summative: Q 4	Summative: Q 5
if death results from the injury, the amount of compensation to the employee equal to	if workmen Loss of both hands or amputation at higher sites then he /she will get compensation ----- percentage of loss of earning capacity	If workmen have permanent total disablement, he /she will get compensation amount ----- percentage of monthly wages.	A workmen have Loss of both eyes, then He/ She will get compensation ----- Percentage of loss of earning capacity	Most common and usual form of direct compensation paid in organizations is -----
<b>Remember</b>	<b>Understanding</b>	<b>Remember</b>	<b>Remember</b>	<b>Understanding</b>
a) 40% monthly wages multiplied by the relevant factor	a) 25	a) 50	a) 30	a) base pay and benefits
b) 150% monthly wages multiplied by the relevant factor	b) 100	b) 25	b) 50	b) variable pay and benefit
c) 100% monthly wages multiplied by the relevant factor	c) 50	c) 100	c) 40	c) base and variable pay
d) None of the above	d) None of the above	d) None of the above	d) 100	d) All of the above
<b>Ans: A</b>	<b>Ans: B</b>	<b>Ans: A</b>	<b>Ans: B</b>	<b>Ans: C</b>

Compiled by Vishal Chavare



Summative: Q 6	Summative: Q 7	Summative: Q 8	Summative: Q 9	Summative: Q 10
Characteristic of a good compensation system is -----	Major factors influencing compensation of worker are -----	Under this Act, employer shall not be liable to pay compensation in respect of any injury not resulting in death or permanent total disablement caused by an accident	Under Workmen's Compensation Act, 1923	While 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. For paying compensation to the worker, who shall be held responsible as per law?
Understanding	Understanding	Remember		Application
a) Higher the qualification of worker, higher is compensation	a) skill	a) Under the influence of drink or drug	a) Individual manager subordinate to an employer cannot act as managing agent.	a) The contractor who employed the worker
b) Higher the efficiency of worker, higher is compensation	b) effort	b) Due to the wilful disobedience of the workman to an order expressly given or to a rule expressly framed for the purpose of securing the safety of workmen	b) Managing agent includes an individual manager subordinate to an employer.	b) The sirdar who supplied the worker
c) Higher the rank of worker, higher is compensation	c) working condition	c) Due to the wilful removal or disregard by the workman of any safety guard or other device he knew to have been provided for the purpose of securing the safety of workman	c) Only employer can act as managing agent.	c) Both (A) and (B)
d) All of the above	d) All of the above	d) All the above	d) The appropriate government shall appoint managing agent.	d) None of the above
<b>Ans: D</b>	<b>Ans: D</b>	<b>Ans: D</b>	<b>Ans: D</b>	<b>Ans: A</b>

22509/Management/CO5/LO4

Compiled by Vishal Chavare

22509: Management:

**Legislative Acts: Explain the main provisions of Minimum Wages Act:**

**Assessments: Formative**

Dr. Shrikant Gorane

**Assessment Type: Summative: End of CO: in LMS**

Summative: Q 1	Summative: Q 2	Summative: Q 3	Summative: Q 4	Summative: Q 5
The maximum daily hours of work in a day with normal wage allowed in factories is _____	Minimum rates of wages may be fixed by _____	Basic compensations given to employees as salaries or wages are called _____	_____ is the total cash and non-cash payments that you give to an employee in exchange for the work they do for your business.	In graduated time rates system, if basic salary is Rs.2000 and dearness allowance is 150% then total remuneration will be Rs. _____
<b>Remember</b>	<b>Remember</b>	<b>Understanding</b>	<b>Understanding</b>	<b>Understanding</b>
a) 8	a) Hour	a) Basic pay	a) Salary	a) 3000
b) 9	b) Day	b) wages	b) Compensation	b) 5000
c) 10	c) Month	c) salary	c) Payment	c) 2000
d) 11	d) All of the above	d) variable pay	d) All of the above	d) 2150
<b>Ans: B</b>	<b>Ans: D</b>	<b>Ans: A</b>	<b>Ans: B</b>	<b>Ans: B</b>

Compiled by Vishal Chavare

Summative: Q 6	Summative: Q 7	Summative: Q 8	Summative: Q 9	Summative: Q 10
_____ is the maximum wage period for the payment of wages	_____ deductions is not authorized payment of wages act	_____ of the wages payable is the maximum limit of fine to be imposed on an employee	_____ means all remuneration expressed in terms of money	According to the definition of "Week" under the Minimum wage Act, it is a period of 7 days beginning at midnight on _____
<b>Understanding</b>	<b>Remember</b>	<b>Remember</b>	<b>Understanding</b>	<b>Understanding</b>
a) 15 days	a) Deduction for Fines	a) 5%	a) Salary	a) Sunday
b) 21 days	b) Deduction for payment of Income tax	b) 1%	b) Wages	b) Monday
c) 1 day	c) Deduction for Payment of insurance	c) 3%	c) Mobadla	c) Friday
d) 1 month	d) Deduction for payment of uniform and property	d) 10%	d) All of the above	d) Saturday
<b>Ans: D</b>	<b>Ans: D</b>	<b>Ans: C</b>	<b>Ans: B</b>	<b>Ans: B</b>

Compiled by Vishal Chavare

Summative: Q 11	Summative: Q 12	Summative: Q 13	Summative: Q1 4	Summative: Q 15
Leave with wages is allowed for employees if they work for ____days in a month	Under Minimum Wages Act an Adult means a Person who has completed age of --- ---- years	Statutory Minimum wage is fixed under	Under the Minimum Wages Act, 1948 the appropriate government shall fix the minimum rates of wages payable to the employees employed in an employment specified in	Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?
<b>Remember</b>	<b>Understanding</b>	<b>Remember</b>	<b>Understanding</b>	<b>Remember</b>
a) 28	a) 18	a) Payment of Wages Act, 1936	a) Schedule I part I	a) Notification Method
b) 20	b) 15	b) Equal Remuneration Act, 1976	b) Schedule I part II	b) Committee Method
c) 30	c) 16	c) Workmen's Compensation Act, 1923	c) Schedule I, Part I, II and the employments and added under section 27	c) Bargaining Method
d) 31	d) 19	d) Minimum Wages Act, 1948	d) Schedule I and II	d) None of the above
<b>Ans: B</b>	<b>Ans: A</b>	<b>Ans: D</b>	<b>Ans: C</b>	<b>Ans: C</b>