

Paper Code : DMDS-238

Roll No :

Examination : DECEMBER 2020
2nd Year
Industrial Relations & Labour Enactment

Time : 1 Hours]

[Max. Marks : 60

Instructions :-

- Attempt All Questions. All questions carry equal marks.
- Fill the 'Bubble' available in OMR Sheet to mark your Answer.
- Only one option is correct out of all available option.
- There is 1 mark for correct answer.
- There is No Negative marking for incorrect answer.

1. Section ____ covers the definition of continuous service.

- (A) 25B
- (B) . 25
- (C) . 25A
- (D) . 26

2. How many days of service will be termed as continuous service when working in a mine industry?

- (A) 190 days
- (B) . 240 days
- (C) . 365 days
- (D) .180 days

3. To which settlement machinery can the central government refer the disputes under rule 81 - A?

- (A) Conciliation
- (B) . Arbitration
- (C) . Adjudicator
- (D) .Supreme Court

4. The industrial peace is secured through voluntary _____ and compulsory _____

- (A) Compromise and Arbitration
- (B) . Adjudication and Arbitration
- (C) . Work Committee and Industrial Tribunal
- (D) .Negotiation and Adjudication

5. In which year did factories act come into force?

- (A) 23rd September, 1948
- (B) . 1st April, 1949
- (C) . 4th April, 1949
- (D) .12th September, 1948

6. How many days in advance does the occupier of a factory premises gives notice of occupancy to the chief inspector?

- (A) . 15 days
- (B) . 20 days
- (C) . 10 days
- (D) .25 days

7. 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
- 8. Section 2(g) under the act defines _____**
- (A) . Factory
 - (B) . Manufacturing process
 - (C) . Worker
 - (D) .Occupants
- 9. If there are ____ numbers of employees, then the employer has to provide a canteen.**
- (A) . 250
 - (B) . 510
 - (C) . 320
 - (D) 0.1
- 10. Choose the correct option that states the type of leave facilities for a worker mentioned in the factories act?**
- (A) . Maternity leave
 - (B) . Casual leave
 - (C) . Annual leave with wages as per factories act
 - (D) .National & Festival Holidays
- 11. Which section of the factories act covers the list of diseases given in the schedule?**
- (A) . Section 3
 - (B) . Section 25
 - (C) . Section 87
 - (D) .Section 89
- 12. Section 76 empowers the state government to make rules for _____**
- (A) . The period of work for all children employed
 - (B) . Fitness certificate to work in a factory
 - (C) . Canteen facilities
 - (D) .Prescribing physical standards to be attained by the young persons for working in factories
- 13. In cubic meters how much space is allotted to each worker after the commencement of factories act?**
- (A) . 9.5
 - (B) . 10
 - (C) . 14.2
 - (D) .12.4
- 14. Choose the correct date and year on which payment of wages act was passed?**
- (A) . 23rd April, 1936
 - (B) . 28th March, 1937
 - (C) . 25th April, 1937
 - (D) .27th April, 1936
- 15. In which year did the payment of wages act come into force?**
- (A) . 23rd April, 1925
 - (B) . 28th March, 1940
 - (C) . 23rd April, 1936
 - (D) .28th March, 1937

- 16. What is the maximum wage period for the payment of wages?**
- (A) . 1 month
 - (B) . 40 days
 - (C) . 45 days
 - (D) . 60 days
- 17. Which of these deductions under section 7 of payment of wages act is not authorised?**
- (A) . Deduction for Fines
 - (B) . Deduction for payment of Income tax
 - (C) . Deduction for Payment of insurance
 - (D) . Deduction for payment of uniform and property
- 18. What is the maximum limit of fine to be imposed on an employee?**
- (A) . Should not exceed an amount equal to 5% of the wages payable
 - (B) . Should not exceed an amount equal to 1% of the wages payable
 - (C) . Should not exceed an amount equal to 3% of the wages payable
 - (D) . Should not exceed an amount equal to 10% of the wages payable
- 19. As per the Factories Act "Adult" means a person who has completed year of age. [Sec 2(a)]**
- (A) Fifteenth
 - (B) Sixteenth
 - (C) Seventeenth
 - (D) Eighteenth
- 20. As per Factories Act, "Child" means a person who has not completed his Year of age. [Sec 2(.) a)..**
. Ans:b
- (A) Fourteenth
 - (B) Fifteenth
 - (C) Sixteenth
 - (D) Eighteenth
- 21. The power of inspectors is discussed under of the Factories Act, 1948.**
- (A) Section 9
 - (B) Section 10
 - (C) Section 11
 - (D) Section 12
- 22. Ensuring the safety, health and welfare of the employees is the primary purpose of the**
- (A) Factories Act, 1948
 - (B) . Payment of Wages Act, 1936
 - (C) . Equal Remuneration Act, 1976
 - (D) . Industrial Disputes Act, 1947
- 23. First Aid Boxes is to be provided for ____ of persons**
- (A) 125
 - (B) 135
 - (C) 150
 - (D) 160
- 24. Safety Officers are to be appointed if Organization is engaging or more employees.**
- (A) 1000
 - (B) 2000
 - (C) 500

- (D) 750
25. Canteen is to be provided if engaging employees more than __persons.
- (A) 250
(B) 230
(C) 300
(D) 275
26. Obligations of Workers under the Factories Act 1947 was discussed in section
- (A) 78
(B) 101
(C) 111
(D) 99
27. Headquarters of International Labour Organisation is located in _____
- (A) Geneva
(B) Rome
(C) Paris
(D) Tokyo
28. Agency of United Nations which deals with international labour standards and providing social protection and working opportunities is _____
- (A) International Corporation of Law
(B) International Law Organisation
(C) International Workforce Recruiters
(D) International Labour Organisation
29. India is permanent member of ILO Governing Body since _____
- (A) 1922
(B) 1969
(C) 1972
(D) 1991
30. International Labour Organisation was formulated in _____
- (A) 1925
(B) 1939
(C) 1919
(D) 1929
31. 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
32. What is the minimum number of trade union members requires in registering themselves as a union?
- (A) 7
(B) 10
(C) 5
(D) 15
33. Identify the major actor of industrial relations from the following
- (A) Employers
(B) Unions

- (C) Government
- (D) all of the above

34. The utility of non-violence as the means of conflict resolution is the core principle of the:

- (A) Marxist approach
- (B) Gandhian approach
- (C) Human relations approach
- (D) None of these

35. 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.

36. 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

37. 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 the above

38. The Government's strategy in maintaining industrial relations in India is:

- (A) . Laissez fair
- (B) . Total intervention
- (C) . Required intervention.
- (D) . none of the above

39. Which one of the following international organisations is directly related to industrial relations?

- (A) . United Nations Organisation
- (B) . UNESCO
- (C) . World Health Organisation
- (D) . International Labour Organisation.

40. Peaceful industrial relations denote:

- (A) . Absence of strike and lock out
- (B) . Emphasis on bipartitism.
- (C) . Co-operation between the parties
- (D) . All of the above.

41. Which of the following methods is more prominent in settling industrial disputes in India?

- (A) . Voluntary Arbitration
- (B) . Conciliation
- (C) . Adjudication
- (D) . Mediation

42. Section 22 and 23 of the industrial disputes act, 1947 are related to

- (A) . lay-off and Retrenchment.
- (B) . Strikes and lock-outs.
- (C) . Closure.
- (D) . Protect workmen.

43. The industrial disputes act in India was passed in :

- (A) . 1926
- (B) . 1946
- (C) . 1947
- (D) . 1948

44. The conciliation officer generally concludes his proceeding within:

- (A) . Ten Days
- (B) . Fourteen days.
- (C) . One month.
- (D) . Two months.

45. The main function of an arbitrator is:

- (A) . To conciliate all industrial disputes.
- (B) . To induce the parties to come to an amicable settlement.
- (C) . To adjudicate industrial disputes.
- (D) . None of the above.

46. Which one of the following cannot be said to be an industrial dispute?

- (A) . Disputes between employer and employer.
- (B) . Disputes between employer and workmen.
- (C) . Disputes between workmen & workmen.
- (D) . Disputes between employer and the customer.

47. Which one of the following machineries cannot be said to be machinery for settling industrial disputes?

- (A) . Labour Court.
- (B) . Tribunal.
- (C) . Consumers court.
- (D) . National Tribunal

48. Among the methods for settlement for industrial disputes listed below, which one is not relevant here?

- (A) Collective Bargaining.
- (B) Compulsory Adjudication.
- (C) Voluntary Arbitration
- (D) Reference to civil court.

49. A lightening strike denotes:

- (A) . Going on strike after serving a notice of strike.
- (B) . Going on strike after obtaining strike ballot.
- (C) . Going on strike after making all necessary preparation
- (D) . Going on strike suddenly.

50. Lockout is:

- (A) . A reward.
- (B) .An industrial action.
- (C) . An incentive.
- (D) . None of the above.

51. A lockout in an industry is declared by:

- (A) . Union Government.
- (B) . State Government.
- (C) . Management.
- (D) . Trade Union.

52. Wild cat strike means:

- (A) . A strike declared suddenly and without prior notice.
- (B) . Workers resorting to violence during the strike.
- (C) . A strike declared with the prior notice.
- (D) . Standing demonstration at the gate of organisation.

53. The general provisions regarding lay-off apply to :

- (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.

54. Who among the following is not entitled to lay-off compensation under the industrial disputes act, 1947?

- (A) . A permanent worker.
- (B) . An irregular worker.
- (C) . A casual worker
- (D) . All the above.

55. There will be no need of notice of retrenchment if:

- (A) . The worker has committed a minor misconduct.
- (B) . If he is a trade union member.
- (C) . If he has not completed his one year of continuous service.
- (D) . If he has disobeyed the management.

56. The retrenchment compensation will be equivalent to:

- (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.

57. Termination of the services of surplus employees from any organisation is called:

- (A) . Disciplinary action.
- (B) Retirement.
- (C) Lay-off.
- (D) Retrenchment

58. The provisions regarding closure have been given under:

- (A) . Trade union Act, 1926.
- (B) Industrial disputes act, 1947.
- (C) Industrial Employment (Standing Order) Act, 1948.
- (D) None of the above.

59. Industrial actions mean strategies or methods used during:

- (A) . Labour Management Co-operation.
- (B) Workers' Participation in Management.
- (C) Industrial Conflict.

(D) Industrial Peace.

60. Which of the following is known as industrial action?

(A) Strike & Lock-out.

(B) Picketing.

(C) Go-slow.

(D) All the above.