

## **Management MCQ**

### **L-1: Explain the concept and importance of management**

#### **Topic name: introduction to concept of management and managerial skills**

Q 1. Who said "Management is the function of executive Leadership anywhere".

- a) Ralph C. Devis
- b) Mary Parker Follet
- c) F.W. Taylor
- d) Joseph L. Massie

Ans: (a)

Q 2. Universal, goal oriented, multidimensional, continuous process are some characteristics of –

- a) Management.
- b) Organization
- c) Administration
- d) All above

Ans: (a)

Q 3. Optimum utilization of resources can be ensured by –

- a) Controlling
- b) Inventory Control
- c) Management
- d) Planning

Ans: (c)

Q 4. Motivating the people and building the team spirit to improve the life standard of worker is possible due to –

- a) Leadership
- b) Management
- c) Administration
- d) Organization

Ans: (b)

Q 5. ----- is the art of getting work done through people.

- a) Controlling
- b) Counselling
- c) Administration
- d) Management

Ans: (d)

Q 6. Management is a creative and..... process.

- a) Systematic
- b) Continuous
- c) Long
- d) None of the above

Ans: (b)

Q 7. Management is -----

1. art of getting things done through people
2. art of knowing what you want to do in best and cheaper way.
3. necessary to run the factory in efficient way.
4. is a inbuilt part of any organization.

a) 1&2

b) 1&3

c) 2&4

d) 2&3

Ans: (a)

Q 8. ----- concerned with decision making, policy making.

a) Management

b) Administration

c) Organisation

d) General Manager

Ans: (b)

Q 9. The difference between administration and management is that –

- a) Administration is largely determinative while management is essentially executive
- b) Management is largely determinative while administration is essentially executive
- c) Management is performed at higher level of management while administration is performed at lower level.
- d) Administration is a part of management.

Ans: (a)

Q 10. A tool manufacturing firm wants to improve its performance from good to best.

Suggest the steps they should follow-

a) 1. optimum utilisation of resources and reduce wastage.

2. Building team spirit to achieve goal.

b) 1. Changing the management.

2. Employing expert and skilled employees.

c) 1. Adopting latest technology.

2. Using suitable manufacturing techniques.

d) 1. Increasing the wages of employees.

2. Increase's profit margin.

Ans: (a)

## **L- 2: State the principles and levels of management**

### **Topic Name: Introduction to concept of management and managerial skills**

Q 1. Fedrick Winslow Taylor's Mechanism of Scientific Management includes-

- a) Scientific task setting
- b) standardization of tools and equipment
- c) Planning the task
- d) All of the above

Ans: (d)

Q 2. Unity of Command" principle of effective direction means-

- a) There should be unity amongst subordinates
- b) A superior can supervise a limited number of subordinates
- c) There should be unity amongst superior
- d) Subordinates should be responsible to one superior

Ans: (d)

Q 3. The founder of Scientific management is-

- a) Henri Fayol
- b) F.W.Taylor
- c) Elton Mayo
- d) Peter Drucker.

Ans: (b)

Q 4. No one on the organisation should have more than one boss' is a statement of-

- a) Principle of specialization
- b) Principle of authority
- c) Principle of unity of command
- d) Principle of span of control

Ans: (c)

Q 5. "Subordinate should take orders from only one superior for avoiding confusion, mistake and delay" This feature is categorized as-

- a) Division of Work
- b) Esprit de corps
- c) Unity of Direction
- d) Unity of Command

Ans: (d)

Q 6. The founder of Modern Management was: -

- a) Elton Mayo
- b) Peter Drucker
- c) Henri Fayol
- d) F.W. Taylor

Ans: (c)

Q 7. Under mechanism of scientific management, scientific task setting includes-

- a) Time study
- b) Motion study
- c) Method study
- d) All of the above

Ans: (d)

Q 8. "Each management objective should have only one plan and efforts shall be taken to peruse a common goal" This feature categorized as:

- a) Division of Work
- b) Esprit de corps
- c) Unity of Direction

d) Unity of Command

Ans: (c)

Q 9. The factors coming under philosophy of scientific management are-

a) Co-operation

b) Standardization of tools and equipment

c) Harmony

d) All of the above

Ans: (d)

Q 10. Authority, discipline, unity of command, and unity of direction are-

a) Taylor's four principles of management

b) Principles of the human relations movement.

c) Elements of Weber's ideal bureaucratic structure.

d) Four of Fayol's fourteen principles of management

Ans: (d)

### **L-3: Explain the functions of management**

#### **Topic Name1: Introduction to concept of management and managerial skills**

Q 1. Planning, organizing, directing and controlling are the:

- a) Goals of management
- b) Goals of management
- c) Functions of management
- d) All of the above

Ans: (c)

Q 2. Guiding and supervising the efforts of subordinates towards the attainment of the organization's goals describe the function of:

- a) Planning
- b) Controlling
- c) Staffing
- d) Directing

Ans: (d)

Q 3. Staffing function of management comprises the activities of:

- a) Selecting the suitable person for positions
- b) Defining the requirements with regard to the people for the job to be done
- c) Training and developing staff to accomplish their task more effectively
- d) All of the above

Ans: (d)

Q 4. Which managerial function clarifies the boundaries of authority and responsibility within a department?

- a) Planning
- b) Organizing



c) Controlling

d) Directing

Ans: (b)

Q 5. The following are the sub-functions of Directing except:

a) Staffing

b) Communication

c) Leadership

d) Motivation

Ans: (a)

Q 6. 1.Setting up or establishment of standards:

2.Measuring the actual performance

3.Comparing the actual performance with established standards

4. Take corrective actions if needed

These are the steps of –

a) Planning

b) Controlling

c) Evaluating

d) Organizing

Ans: ( b )

Q 7. Which function is regarded as the essence of management?

a) Planning

b) Staffing

c) Coordination

d)Organizing

Ans: (c )

Q 8. Directing function of management embraces activities of:

- a) Issuing orders to subordinates
- b) Guiding and teaching the subordinates
- c) Providing leadership and motivation to subordinates
- d) All of the above

Ans: (d)

Q 9. The relationship between leadership and management is most accurately stated as:

- a) Leadership is a subset of management
- b) There is no relationship between leadership and management
- c) Management is a subset of leadership
- d) Both are different things.

Ans: (a)

Q 10. To the extent that an executive is carrying out the functions of planning, organizing, staffing, directing and controlling, he is involved in:

- a) administrative activities
- b) financial activities
- c) Managerial activities
- d) Non managerial activities.

Ans: (c)

### **L-3: Explain the functions of management**

#### **Topic Name2: Directing and controlling at supervisor level**

1-What are the types of audits

- a) Internal      b) External      c) Management      d) All

Ans: - d) All

2- Out of following which is not the qualitative standards

- a) Relations      b) Goodwill      c) Motivation      d) Time

Ans: - d) Time

3- Too many controls\_\_\_\_workers

- a) Motivate      b) assist      c) Irritate      d) benefit

Ans: - d) benefit

4- Communication with all department is \_\_\_\_\_

- a) Open loop  
b) Close loop  
c) Oral  
d) Non verbal

Ans: - a) Open loop

5- When instructions are in written form\_\_\_\_\_

1. Subjects are importance
  2. Details are not involved
  3. No geographical distance with subordinates
- a) 1 and 2 correct  
b) 2 and 3 correct  
c) 1 and 3 correct  
d) 1 and 3 incorrect

Ans: - a) 1 and 2 correct

6- Instructions by supervisor should be\_\_\_\_

1. Clear

2. Simple

3. On time

4. Specific

a) 1,2 correct 3,4 wrong

b) 1 ,2 wrong 3,4 correct

c) All correct

d) All wrong

Ans: - c) All correct

## **L-4: Safety Management**

### **Topic Name1: State the general safety norms required to the taken in the given case**

1-Industrial safety management is that branch of management which is concerned with \_\_\_\_\_ hazards from the industries.

- a) Reducing      b) Controlling      c) Eliminating      d) All of the above

Ans: - d) All of the above

2-The following is (are) physical hazard agent(s).

- a) Falls      b) Inhalation      c) Electricity      d) All of the above

Ans: - d) All of the above

3-Which device is used to push material into the cutting area.

- a) Push Button      b) Push Stick      c) Push Bar      d) None Of Above

Ans: - b) Push Stick

4-First aid is

- a) Temporary and immediate care given to the victim  
b) Permanent care to given victim.  
c) Both a and b  
d) Neither a and b

Ans: - a) Temporary and immediate care given to the victim

5- Which of the following precautions is/are necessary in electrical work.

- a) The equipment's should be earthed properly  
b) Cable should be completely insulated  
c) Cable should have any joints  
d) Both a and b

Ans: - d) Both a and b

6-SMS Means -----

- a) Safety management society  
b) Safety Management system  
c) Safety moving system  
d) None of the above

Ans: - b) Safety management system

7-Long form of PPE

- a) Personal Productive Equipment
- b) Production planning Engineering
- c) Personal protective Equipment
- d) None Of the Above

Ans: - c) Personal Protective Equipment

8-If you wanted to convey the most severe type of hazard, which word would you use?

- a) Warning
- b) Notice
- c) Danger
- d) caution

Ans: - c) Danger

9-Safety promotes

- a) Sales
- b) Productivity
- c) Research
- d) Profit

Ans: - b) Productivity

10-Which of the following is not concerned with general safety norms.

- a) Perform job Safety
- b) Follow rules and regulation
- c) Incident not reported to supervisor
- d) Eliminate fire hazards

Ans: - c) Incident not reported to supervisor

## **L-4: Safety Management**

### **Topic Name2: Suggest preventive measures of plant activities in the given situation**

11-Safety Programmes is a continuous process to achieve adequate

- a) Profit      b) Sales      c) Safety      d) Loss

Ans: - c) Safety

12-Four E's of safety

- a) Engineering, Education, Enlistment, Enforcement  
b) Engineering, Education, Enlistment, Environment  
c) Engineering, Economic, Enlistment, Enforcement  
d) Engineering, Economic, Enlistment, Enforcement

Ans: - a) Engineering, Education, Enlistment, Enforcement

13-Which equipment's is used for protection of lungs?

- a) Hard Hats    b) Shields    c) Gas Mask    d) Apron

Ans: - c) Gas Mask

14-Electrical insulation should be tested

- a) Frequency    b) Monthly    c) Periodically    d) Daily

Ans: - c) Periodically

15-Repair work should be done after switching the

- a) Power on      b) Power off      c) Shut down      d) All of the above

Ans: - b) Power off

16-You should wear eye, head and face protection if you are working with which of the following tools

- a) Portable abrasive wheel tool  
b) Electric tool  
c) Pneumatic tools  
d) Liquid fuel tools

Ans: - c) Pneumatic tools

17- The most dangerous place to use electrical equipment's is

- a) Near a ladder    b) Outdoors    c) Near water    d) Near other electric equipment's

Ans: - c) Near water

18- Which equipment issued for protection of eyes?

- a) Face Mask      b) googles    c) Gas mask      d) Asbestos clothing

Ans: - b) google

19-One way to learn to operate your equipment properly and safely is to read.

- a) Safety datasheet
- b) Manufacturer's instruction
- c) OSHA'S general duty clause
- d) None Of the Above

Ans: - b) Manufacturer's instruction

20- Safe and proper equipment operation generally includes

- a) Inspection and maintenance
- b) Warming it up
- c) Knowing how to contact emergency
- d) All of the above

Ans: - a) Inspection and Maintenance

21-SOP Means

- a) Safe Operating Procedure
- b) Standard Operating Process
- c) Safe Operation Procedure
- d) Standard Operation Policy

Ans: - a) Safe Operating Procedure



## **L-4: Safety Management**

### **Topic Name3: Explain the safety procedure required to prevent accident**

22-Safe Operating procedure is revised

- a) No      b) Yes      c) Can't Say      d) None of these

Ans: - b) Yes

23- Who is responsible to take care of health and safety of worker?

- a) Worker      b) Safety committee      c) Manager      d) All of Above

Ans: - c) Manager

24- Sop is a----- document

- a) Oral      b) written      c) None of above      d) visual

Ans: - b) Written

25- Who ensure to follow safe procedure?

- a) Employers      b) Workers      c) Manager      d) All of above

Ans: - d) All of above

## **L-4: Safety Management**

### **Topic Name 3.2: Prepare work permit t given maintenance activity**

26- Issue Means

- a) Pre job check
- b) Post job check
- c) During job check
- d) None of above

Ans: - a) Pre job check

27- In permit to work system a document is

- a) Oral      b) Written      c) Visual      d) None of the above

Ans:- b) Written

28- Confined Space includes

- a) Storage bins    b) silos    c) Tanks    d) Grounds

Ans :- c) Tanks

29- Inspection is an example of

- a) Hot Work Permit
- b) Cold work permit
- c) Electrical permit
- d) Ground disturbance permit

Ans:- b) Cold work permit

30-In work permit system , who is responsible for keeping area and staff safe?

- a) Issue ,Executer , Field operator
- b) Manager , Engineer , Worker
- c) Supervisor , Officer , Engineer
- d) None of above

Ans:- a) Issue ,Executer , Field operator

## **L-4 : Safety Management**

### **Topic Name4: Explain the cause of specified type of accident in the give situation**

31- \_\_\_\_\_ is a sudden a unfortunate happening which causes damage or loss of property, material or human

- a) Accident      b) Activity      c) Process      d) Movement

Ans:- a) Accident

32- General causes of accidents are as follows

- a) Accident due to dangerous machines  
b) Unsafe physical conditions  
c) Moving objects  
d) All of the above

Ans:- d) All of above

33-Which of the following may be the cause of accident?

- a) Overconfidence of the employee  
b) Proper training  
c) Sound Knowledge  
d) None of the above

Ans:- a) Overconfidence of the employee

34- Taking shortcuts and lack of adequate knowledge are causes of accidents because of \_\_\_\_\_?

- a) Workers      b) Management      c) Faculty layout      d) Natural disaster

Ans:- a) Workers

35-Why should never misses be reported ?

- a) To educate Employee  
b) To test the first aider  
c) To ensure complete recovery  
d) To stop a more serious event occurring

Ans:- d) To Stop a more serious event occurring

36- An accident is

- a) An unsafe act
- b) An unsafe condition
- c) Unplanned ,something that happens by chance
- d) None of above

Ans:- c) Unplanned ,something that happens by chance

37-I can help prevent accident by

- a) Using my own equipment's
- b) Doing only What I a trained to do
- c) Riding in car pool
- d) Helping others with their jobs

Ans:- b) Doing only what I a trained to do

38- In case of accident ,the victim should immediately be

- a) Ask to take rest
- b) Enquires about the accident
- c) Attended to
- d) Left to himself without treatment

Ans:- c) Attended to

39- Accident are

- a) Preventable      b) Costly      c) Part Of Life      d) Both a and b

Ans :- d) Both a and b

40-If I have an accident or injury I should

- a) Fix what I broke
- b) Tell My supervisor
- c) Keep working and not worry about it
- d) Report it within a week

Ans:- b) Tell My supervisor

## **L-4 : Safety Management**

### **Topic Name5: Prepare the specification of the firefighting equipment required for given type of fire**

41- The responsibility of fire prevention belongs to

- a) Manager      b) Supervisor      c) Everyone      d) Fire department

Ans:- c) Everyone

42- I can prevent electrical fire by

- a) Non turning on lights  
b) Never plugging anything into a outlet  
c) Both a and b above  
d) Not overloading electrical circuit

Ans:- d) Not overloading electrical circuit

43- Fire extinguishers have a short use period of about

- a) 8-15 sec    b) 1-2 min    c) 2-3 hours    d) 4-5 days

Ans :- a) 8-15 Sec

44- Which of the following colours allows you to identify a foam fire extinguisher?

- a) Blue      b) Red      c) Yellow      d) Cream

Ans :- d) Cream

45- The acronym for putting out a fire using a fire extinguisher is PASS. What does PASS stand for:

- a) Pull, Aim, Squeeze, Spread  
b) Pull , Accuracy , Squeeze , Spread  
c) Pin , Aim, Squeeze , Sweep  
d) Pull , Aim , Squeeze , Sweep

Ans:- d) Pull ,Aim ,Squeeze , Sweep

46- Which of the following types of materials is responsible for fuelling a Class A fire?

- a) Oils that you typically cook with  
b) Flammable liquids  
c) Electricity Equipment's  
d) Wood , plastic, paper , and other kinds of solids materials

Ans:- d) Wood , plastic, paper , and other kinds of solids materials

47- In the event of a fire, everyone is responsible for:

- a) Informing the supervisor of what is happening
- b) Pulling the fire alarm if they see a fire
- c) Making sure everyone gets to the fire assembly points safely
- d) None of the above

Ans:- b) Pulling the fire alarm if they see a fire

48- What type of permit is needed in order to carry out work that could potentially result in a fire breaking out on the work site?

- a) A fire permit
- b) A hot permit
- c) A work permit
- d) No permit is needed

Ans :- b) A hot permit

49- What class of fire was a Combustible Metal.?

- a) Class A fire
- b) Class D fire
- c) Class F fire
- d) Class B fire

Ans :- b) Class D fire

50- Who has the authority to pull the fire alarm after discovering a fire on the worksite?

- a) Only the manager can activate the fire alarm
- b) Anyone who has seen a fire can activate the fire alarm
- c) Only the health and safety rep can activate the fire alarm
- d) Only the owner can activate the fire alarm

Ans:- b) Anyone who has seen a fire can activate the fire alarm

## **L-5 : Understand various provisions of industrial acts**

### **Topic Name: Explain the purpose of acts**

1-Industrial legislation necessary for

- a) Social Welfare of worker
- b) Economic benefits of worker
- c) Improve efficiency of industry
- d) All of above

Ans:- d) All of above

2- Industrial legislation safeguard the ----- against exploitation

- a) Top management
- b) Worker
- c) Middle Management
- d) All of above

Ans:- c) Middle Management

3- Factories act came into force from

- a) 1948    b) 1950    c) 1972    d) 1976

Ans :- c) 1972

4- Which industrial act safeguards interests of workers regarding their health, safety and welfare?

- a) Workmen's compensations act
- b) Minimum wages act
- c) Indian factories act
- d) Industrial dispute act

Ans :- c) Indian Factories act

5- It is an act to provide for the compensations for injury by accident

- a) Indian Factories act
- b) Minimum wages act
- c) Workmen's Compensations act
- d) Industrial dispute act

Ans:- c) Workmen's Compensation act

## **L-5 : Understand various provisions of industrial acts**

### **Topic Name2: Explain the main provisions of The Indian Factory Act 1948**

6- Indian factory act come in to force on -----

- a) 1<sup>st</sup> may 1960
- b) 1<sup>st</sup> April 1949
- c) 15<sup>th</sup> August 1947
- d) 26<sup>th</sup> January 1950

Ans :- b) 1<sup>st</sup> April 1949

7- As per Indian factory act, the person who has control over the affairs of factory is known as -----

- a) Employee
- b) Worker
- c) Occupier
- d) None of the above

Ans: - c) Occupier

8- As per Indian Factory act, Employer has to provide canteen facility, if there are ---- number of employees.

- a) 50
- b) 100
- c) 200
- d) 250

Ans: - d) 250

9- ----- is not statutory welfare facility under Factory act

- a) Canteen
- b) Medical
- c) Transport
- d) None of the above

Ans:- c) Transport

10- arrangements of drinking water is mentioned under----- section of Factory act

- a) 15
- b) 11
- c) 10
- d) 18

Ans:- d) 18

11- 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.

- a) 7
- b) 15
- c) 10
- d) 30

Ans:- b) 15

12- As per the Factories Act, 1948 any engine, motor or other appliance which generates or otherwise provides power is termed as -----

- a) Prime Mover
- b) Machinery
- c) Equipment
- d) All of the above

Ans:- a) Prime Mover



13- As per section 16 of the Factory Act, 1948 the minimum space to be allocated to each worker employed in the factory is -----

- a) 12.2 cu.met    b) 13.2cu.met    c) 4.2cu.met    d) 15.2cu.met

Ans:- c) 4.2cu.met

14- An adult worker is allowed to work for ----- hours in a week.

- a) 35    b) 48    c) 40    d) 45

Ans :- b) 48

15- Section 2 (m) of the Factory Act 1948 Says about –

- a) Factory    b) Manufacturing process    c) Workers    d) All of the above

Ans:- b) Manufacturing process

16- The maximum daily hours of work in a day with normal wage allowed in factories is -----

- a) 8    b) 9    c) 10    d) 11

Ans:- b) 9

17- ----- is the chairman of Site Appraisal Committees

- a) The Chief inspector of the state  
b) The inspector of the district  
c) Occupier  
d) None of the above

Ans:- a) The Chief inspector of the state

18- ----- authority enforces the Factory Act 1948

- a) The heavy industries department of central Government  
b) Human resources department  
c) The labour department of the state government  
d) All of the above

Ans:- c) The labour department of the state government

19- ----- means a person who has completed his fourteenth year of age but has not completed his eighteenth year

- a) Adult    b) adolescent    c) Workmen    d) None of the above

Ans:- b)adolescent

20- ----- means a person who has completed his eighteenth year of age

- a) Minor    b) adolescent    c) adult    d) None of the above

Ans :- c) adult

## **L-5 : Understand various provisions of industrial acts**

### **Topic Name3: Explain the main provision of The Indian Act 1948**

21- under the Industrial dispute act is about .....

- a) Manufacturing process
- b) Penalty for instigation / provocation
- c) Occupier
- d) None of the above

Ans:- b) Penalty for instigation / provocation

22- --- year did the Industrial Dispute act come into operation.

- a) 1960      b) 1947      c) 2019      d) 1965

Ans:- b) 1947

23- ----- is a machinery for the settlement of Industrial Disputes in India

- a) National commission on labour
- b) Wage Board
- c) Industrial Tribunal
- d) Standing labour committee

Ans:- c) Industrial Tribunal

24- ----- machinery has been mentioned in the Industrial Dispute act accountable for the speedy and amicable settlement of industrial disputes

- a) Adjudication   b) Conciliation   c) Arbitration   d) Appropriate government

Ans:- b) Conciliation

25- \_\_\_\_\_ means an interim or a final determination of any industrial dispute or of any question relating there by any labour court.

- a) Banking Company   b) Conciliation proceeding   c) Closure   d) Award

Ans:- d) Award

26- Industrial Dispute means, Dispute between -----

- a) Employer and workmen
- b) Workmen and workmen
- c) Employer and employer
- d) All of the above

Ans:- d) All of the above

27- The ----- authorities are set up for settling the industrial Dispute.

- a) Labour court   b) Industrial Tribunal   c) Conciliation Board   d) All of above

Ans:- d) All of above

28- 'Award' under Industrial Disputes Act, 1947 is-----

- a) Interim determination of industrial dispute  
b) final determination of industrial dispute  
c) arbitration award under Section 10A  
d) Both a and b

Ans:- d) Both a and b

29) ----- includes any court constituted under any law relating to investigation and settlement of industrial disputes in force in any State

- a) Labour Court   b) District court   c) Supreme court   d) None of the above

Ans:- a) Labour Court

30- No person employed in a public utility service shall go on strike in breach of contract within \_\_\_\_ of giving such a notice.

- a) 2 weeks  
b) 6 weeks  
c) 1 week  
d) 4 weeks

Ans:- b) 6 week

31- Section \_\_\_\_ of industrial dispute act covers the compensation provided to workers who are in continuous service for not less than one year.

- a) 25   b) 25A   c) 25—FFF   d) 26

Ans:- c) 25—FFF

32- ----- 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) 15 days  
b) 7 days  
c) 180 days  
d) 30 days

Ans:- d) 30 days

33- Where do the labour court, tribunal and national tribunals submit their awards of the dispute?

- a) Appropriate government  
b) Central government  
c) Employer  
d) Conciliation

Ans:-a) Appropriate Government

34- How much compensation does the workman deserve at the time of retrenchment?

- a) Equivalent to 15 days
- b) 6 month
- c) Equivalent to 30 days average pay
- d) None of the above

Ans:- a) Equivalent to 15 days

## **L-5 : Understand various provisions of industrial acts**

### **Topic Name4: Explain the main provision of Workmen Compensation Act**

35- if death results from the injury, the amount of compensation to the employee equal to

- a) 40% monthly wages multiplied by the relevant factor
- b) 150% monthly wages multiplied by the relevant factor
- c) 100% monthly wages multiplied by the relevant factor
- d) None of the above

Ans:- a) 40% monthly wages multiplied by the relevant factor

36-if workmen Loss of both hands or amputation at higher sites then he /she will get compensation -  
---- percentage of loss of earning capacity

- a) 25      b) 100      c) 50      d) None of the above

Ans:- b) 100

37-If workmen have permanent total disablement, he /she will get compensation amount -----  
percentage of monthly wages.

- a) 50      b)25      c) 100      d ) None of the above

Ans:- a) 50

38- A workmen have Loss of both eyes, then He/ She will get compensation ----- Percentage of loss  
of earning capacity

- a) 30      b) 50      c) 40      d) 100

Ans:- b) 50

39-Most common and usual form of direct compensation paid in organizations is ----

- a) Base pay and benefits
- b) Variable pay and benefits
- c) Base and variable pay
- d) All of the above

Ans:- c) Base and variable pay

40-Characteristic of a good compensation system is -----

- a) Higher the qualification of worker ,Higher is compensation
- b) Higher the efficiency of worker ,Higher is compensation
- c) Higher the rank of worker ,Higher is compensation
- d) All of the above

Ans:- d) All of the above

41- Major factors influencing compensation of worker are ----

- a) Skill      b) effort      c) working condition      d) all of the above

Ans:- d) All of the above

42- 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

- a) Under the influence of drink or drug
- b) Due to the wilful disobedience of workman to an order expressly given rule expressly framed for the purpose of securing the safety of workmen
- c) Due to the wilful removal or disregard the workman of any safety guard or other device knew to have been provided for the purpose of securing the safety of workman
- d) ALL of the above

Ans:- d) All of the above

43- Under Workmen's Compensation Act, 1923

- a) Individual manager subordinate to an employer cannot act as managing agent
- b) Managing agent includes an individual manager subordinate too an employer
- c) Only employer can act as managing agent
- d) The appropriate government shall appoint managing agent

Ans :- d) The appropriate government shall appoint managing agent

44- 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? the above

- a) The contractor who employed the worker
- b) The sirdar who supplied the worker
- c) Both a and b
- d) None of the above

Ans:-a) The contractor who employed the worker

## **L-5 : Understand various provisions of industrial acts**

### **Topic Name5: Explain the Main provisions of Minimum Wages Act**

45- The maximum daily hours of work in a day with normal wage allowed in factories is –

- a) 8            b) 9            c)10            d)11

Ans:- b) 9

46- Minimum rates of wages may be fixed by - ----

- a) Hour      b) Day      c) Month      d) All of the above

Ans:- d) All of the above

47- Basic compensations given to employees as salaries or wages are called -----

- a) Basic pay    b) Wages    c) Salary    d) Variable pay

Ans:- a) Basic pay

48- ----- is the total cash and non-cash payments that you give to an employee in exchange for the work they do for your business.

- a) Salary    b) Compensation    c) Payment    d) All of the above

Ans:- b) Compensation

49- In graduated time rates system, if basic salary is Rs.2000 and dearness allowance is 150% then total remuneration will be Rs. -----

- a) 3000      b)5000      c) 2000      d)2150

Ans:- b) 5000

50- In graduated time rates system, if basic salary is Rs.2000 and dearness allowance is 150% then total remuneration will be Rs. -----

- a) 15 days    b) 21 days    c) 1 day    d) 1 month

Ans:- d) 1 month

51- -----In graduated time rates system, if basic salary is Rs.2000 and dearness allowance is 150% then total remuneration will be Rs. -----

- a) Deduction of fines  
b) Deduction for payment of income tax  
c) Deduction for payment of insurance  
d) Deduction for payment of uniform and property

Ans:- d) Deduction for payment of uniform and property

52- ----- of the wages payable is the maximum limit of fine to be imposed on an employee

- a) 5%      b) 1%    c) 3%    d) 10%

Ans :- c) 3%

53- ----- means all remuneration expressed in terms of money

- a) Salary      b) Wages      c) Mobadla      d) All of the above

Ans:- b) Wages

54- According to the definition of "Week" under the Minimum wage Act, it is a period of 7 days beginning at midnight on\_\_\_\_\_

- a) Sunday      b) Monday      c) Friday      d) Saturday

Ans:- b) Monday

55- Leave with wages is allowed for employees if they work for\_\_\_\_\_days in a month

- a) 28      b) 20      c) 30      d) 31

Ans:- b) 20

56- Under Minimum Wages Act an Adult means a Person who has completed age of -----years

- a) 28      b) 20      c) 30      d) 31

Ans:- a) 18

57- Statutory Minimum wage is fixed under

- a) Payment of Wages Act, 1936  
b) Equal Remuneration Act, 1976  
c) Workmen's Compensation Act, 1923  
d) Minimum Wages Act, 1948

Ans:- d) Minimum wages act 1948

58- 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

- a) Schedule I part I  
b) Schedule I part II  
c) Schedule I part I ,II and the employments and added under section 27  
d) Schedule I part II

Ans:- c) Schedule I part I ,II and the employments and added under section 27



59- Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?

- a) Notification method
- b) Committee method
- c) Bargaining Method
- d) None of the above

Ans:- c) Bargaining Method

