

UNIT 3: DIRECTING & CONTROLLING

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
1	Directions by supervisors cannot avoid following problems	Wastages of time	Rework	Machine capacity	Repetitive mistakes	B
2	1. Direction should not be face to face. 2. there should be unity of command in directions	Only 1 correct	Only 2 correct	Both are correct	Both are wrong	B
3	What are the types of audits?	Internal	External	Management	All of the above	D
4	Communication with all department is _____	Open loop	Closed loop	Oral	Non verbal	A
5	When instructions are in written form_____ 1. Subjects are importance 2. Details are not involved 3. No geographical distance with subordinates	1 and 2 correct	2 and 3 incorrect	1 and 3 correct	1 and 3 incorrect	A
6	Instructions by supervisor should be_____ 1. Clear 2. Simple 3. On time 4. Specific	1, 2 correct 3, 4 wrong	1, 2 wrong 3, 4 correct	All of the above correct	All of the above wrong	C
7	What is meant by understanding a team?	Specialty of team	Number of team members	Requirements of team	All of the above	A
8	Why is an understanding team needed?	To assign team work	To control activities of team	To satisfy needs of team	All of the above	A
9	What are the benefits to the supervisor of understanding the team?	To take perfect decision	Promotion	Status	Increments	A
10	Due to link with maintenance department, supervisor_____	Can give intimation of breakdown	Can avoid production stoppages	Both are correct	Both are incorrect	C

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11	Due to link of supervisors with stores and inventory 1. Material can be arrived in time 2. Accumulation of material is avoided	1 is correct	2 is correct	Both correct	Both wrong	B
12	Due to link of supervisor with quality control 1. Errors can be understood 2. Errors can be rectified	1 is correct	2 is correct	Both correct	Both wrong	C
13	Deviation in work is possible when there are no	Directions	Instructions	Control	All of the above	D
14	Following are the features of complete instructions	Instructions at proper time	By proper person	Simple and clear	All of the above	D
15	Why counselling by supervisor is needed	Loss of confidence	Dull working conditions	Need support	All of the above	D
16	Instructions by supervisor should be 1. Clear 2. Simple 3. On time	1, 2 correct 3, 4 wrong	1, 2 wrong 3, 4 correct	All of the above correct	All of the above wrong	C
17	Good supervisor is not the following	Counsellor	Advisor	Mentor	Teacher	D
18	Following is not quality of supervisor as counsellor	Emotional	Stable	Motivator	Listener	A
19	To give future predictions 1. Understanding present is not important 2. Logical thinking is needed.	Only 1 correct	Only 2 correct	Both correct	Both wrong	B
20	Future losses can be minimized by	Future predictions	Planning	organizing	Staffing	A
21	To avoid confusion taken by higher management, decision must be	Elaborated	Canceled	Forced	Reversed	A
22	How decision can be elaborated	By written document	By conducting meeting	By counselling	All of the above	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
23	What are not ways to lay disciplinary standards	Disciplinary actions	Training for discipline	Policy decisions in discipline	Forgiving for few times	D
24	Steps in controlling process are _____	Setting performance standards	Measurement of actual performance	Comparing actual performance with standards	All of the above	D
25	What is chronology of steps in control process 1. Setting performance 2. Comparing actual performance 3. Taking corrective actions 4. Measurement of actual performance	1-4-2-3	1-2-4-3	1-3-2-4	2-1-4-3	A
26	Out of following which is not the quantitative standards	Cost	Time	Relations	Amount	C
27	Out of following which is not the qualitative standards	Relations	Goodwill	Motivation	Time	D
28	Which is/are the method of measuring actual performance	Sample checking	Counting	Personal observation	All of the above	D
29	Critical point control method is concerned with_____	Taking corrective actions	Measurement of actual performance	Analysing deviations	None of the above	C
30	After identifying the deviations_____	Causes are analyzed	Actions are taken on workers	Measurements are taken	Performance standards are calculated	A
31	If machinery is obsolete then what is the correct action	Do technological upgradation of machinery	Replace it	Sell it	Destroy it	A
32	If the cause of deviation is defective process, then the correct action is	Replace the process by new work	Postpone the work	Change the specification standards	None of the above	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
33	If material used is defective then how to correct it	Change the material	Cancel the process	Take action on the supplier	Change the quality standards of the material	D
34	If machinery used is defective then how to take corrective action on it?	Repair the existing machine	Sell out the machinery	Upgrade the machinery	None of the above	A
35	If physical condition of work is defective then how to take the correct actions	Improvement in physical conditions	Change the operator	Take action on the architecture	None of the above	A
36	For controlling overall organizational performance following technics are used	Observations	Performance evaluation	Spot inspections	All of the above	D
37	Following is not the quantitative control technic	Ratio analysis	Break Even analysis	Observations	Audits	C
38	What are the types of audits	Internal	External	Management	All of the above	D
39	For effective controlling by supervisors' essential parameters are	Timely and forward looking	Flexible	Comprehensive	All of the above	D
40	1. Controlling should never be flexible 2. objectives of control should be clear	only 1 correct	only 2 correct	both correct	both wrong	B
41	The benefits obtained from the control system should be ___ then the cost involved in implementing it	more	less	equal	none of the above	A
42	Which statement is correct OR wrong? 1. Control system should be periodically reviewed 2. control system should be flexible	only 1 correct	only 2 correct	both correct	both wrong	C
43	Why workers do resistance to managerial control	too many controls	incomplete measurements	unreasonable standards	all of the above	D
44	Too many controls ___ workers	motivate	assist	irritate	benefit	C

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45	Employees always dislike control because	they don't want controls	they want to control management	controls are too many, incomplete in nature, unreasonable, discloses unpleasant facts	none of the above	C
46	Which is not the control technic	past oriented and future oriented	market control	production control	clan control	C
47	Inspections of job is _____	past control	future control	clan control	new control	A
48	Funds flow analysis is	past control	future control	clan control	old control	B
49	Prices of products are due to which control?	past control	future control	market control	clan control	C
50	_____ is established by generating trust, tradition and shared belief	past control	future control	market control	clan control	D
51	Controls due to government rules are _____	past	future	market	bureaucratic	D
52	Financial and accounting based controls are _____	future	old	market	clan	B
53	_____ provide that information which is not available with old techniques	Old	New	Clan	Market	B
54	Which are the needs of directions by supervisors?	Harmony of objective	Direct supervision	Unity of command	All of the above	D
55	In giving directions when the supervisor says "the goal of workers and organization are the same". Then such directions are called	Unity of command	Harmony of objectives	Direct supervision	Follow through	B
56	Direction 1. should not be face to face 2. there should be unity of command in directions	Only 1 correct	Only 2 correct	Both are correct	Both are wrong	B
57	Supervisors give directions, check this performance and help the workers. This is called	Unity of command	Follow through	Harmony of objectives	Efficient communications	B
58	Face to face suggestions are _____	More effective	Less effective	Not necessary	Avoided	A

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59	Order 1. should be clear and complete 2. should be non-compatible	Only 1 correct	Only 2 correct	Both correct	Both wrong	A
60	When instructions are in written form, then 1. Subjects are importance 2. Details are not involved 3. No geographical distance with subordinates	1 and 2 correct	2 and 3 incorrect	1 and 3 correct	1 and 3 incorrect	B
61	Match the pairs: 1. Harmony of objectives 2. Force 3. Paternalism 4. Bargain A. do what I say otherwise B. do what I say because I am good to you C. you do as I say D. if we perform together, each will benefited	1-D, 2-A, 3-B, 4-C	1-D, 2-A, 3-C, 4-B	1-A, 2-D, 3-B, 4-C	1-B, 2-C, 3-D, 4-A	A
62	“Do what I say or otherwise” is _____ instruction.	Force	Paternalism	Bargain	Harmony	A
63	“Do what I say because I am good to you” is _____ instruction.	Force	Paternalism	Bargain	Harmony	B
64	“You do as I say “is _____ instruction.	Force	Paternalism	Bargain	Harmony	C
65	“If we perform together each will achieve his goal” is _____ instructions.	Force	Paternalism	Bargain	Harmony	D
66	Good instruction is _____	Reasonable	Enforceable	Clear	All of the above	D
67	Good instruction is _____	Understandable	Complete	Appropriate tone	All of the above	D
68	Good instruction is not _____	Reasonable	Oral	Complete	Clearly defined	B

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69	Directions - 1. starts from top and goes to bottom 2. is not continuing process	Only 1 correct	Only 2 correct	Both correct	Both wrong	A
70	Directing consists of supervision, _____, leadership, and communication	execution	motivation	guidance	inspiration	B
71	Which of the Following situations may arise due to lack of directions?	Unable to execute planned work	Unable to identify resources	Chances of repetitive mistakes	All of the above	D
72	Directing ensures _____ contribution of individual	minimum	balanced	maximum	moderate	C
73	Direct Supervising, Harmony of objectives, Unity of command, Effective Communication this are _____ of Directing	Principles	Characteristics	Elements	Goals	A
74	Supervision, Motivation, _____, _____ are the elements of direction	Inspiration, Communication	Leadership, Communication	Leadership, Inspiration	Execution, Leadership	B
75	_____ is the process of passing information, experience, opinion etc from one person to another.	Planning	Communication	Operation	Organizing	B
76	_____ means overseeing the employees at work, to see that they are working according to plans and policies of the organization and keeping the time schedule, and to help them in solving their work problems.	Motivation	Execution	Inspiration	Supervision	B
77	_____ is the process of stimulating people to accomplish desired goals of Organization	Motivation	Execution	Inspiration	Supervision	A
78	Who defines Motivation means a process of stimulating people to action to accomplish desired goals?	Abraham Maslow	Mc Farland	Fred Luthans	William G. Scout	D

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79	Who defines Motivation is a process which begins with a physiological or psychological need or deficiency which triggers behaviour or a drive that is aimed at a goal or incentive?	Abraham Maslow	Mc Farland	Fred Luthans	William G. Scout	C
80	Who defines Motivation refers to the way in which urges, drives, desires, aspirations, and strivings or needs direct, control and explain the behaviour of human beings?	Abraham Maslow	Mc Farland	Fred Luthans	William G. Scout	B
81	Which factors affect employee's motivation?	Need	Attitude	Interest	All of the above	D
82	Motivation process is based on how unsatisfied human need gets _____ and result in reduction of tension	motivated	inspired	satisfied	Both (A) and (B)	C
83	The proper sequence of elements in the expanded communication model is as –	1. Sender 2. Transmission 3. Message 4. Recipient 5. Meaning	1. Sender 2. Message 3. Transmission 4. Recipient 5. Meaning	1. Message 2. Sender 3. Transmission 4. Recipient 5. Meaning	1. Sender 2. Message 3. Transmission 4. Recipient 5. Meaning	D
84	In organisations, both _____ and _____ communications simultaneously take place	effective, ineffective	less, high	formal, informal	Good, bad	C
85	Formal Communication include _____	Orders	Whispers	Rumours	Messages	A
86	Orders, Memos, Appeals, Notes, Circular, Agenda, Minutes are included in	Informal	Formal	Both (A) and (B)	None of the above	B
87	Informal Communication also known as _____.	Good	Bad	Grapevines	Effective	C
88	Upward communication is the process of sending information from _____ levels to the _____ levels of an organization	bottom, top	top, bottom	right, left	left, right	A
89	Upward communication can be achieved through _____ participation programs like union-management committees, suggestion boxes, junior boards and quality circles.	Informal	Formal	Both (A) and (B)	None of the above	B

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90	The ombudsperson is a position created to receive and _____ to inquiries, complaints, requests for policy clarification, or allegations of injustice by employees	send	request	get	respond	D
91	Downward communication flows format _____ level to those at the _____ level in the organization	bottom, top	top, bottom	right, left	left, right	B
92	What refers to transmission of information among positions of the same level?	Horizontal communication	Vertical communication	Both (A) and (B)	None of the above	A
93	Face to face, video conferencing, telephone, in meeting, lectures, and interviews are involve in _____ communication	oral	written	Non-verbal	All of the above	A
94	Report, statement, circular, manual handbook, letter or memo is involved in _____ communication	oral	written	Non-verbal	All of the above	B
95	Expressed through the body – the facial expression, posture, gestures eye contact, touch is involved in _____ communication	oral	written	Non-verbal	All of the above	C
96	What are the Qualities of a Supervisor?	A counselling supervisor must demonstrate leadership skills	Must have expertise in his/her field	Motivational approach	All of the above	D
97	Which are the needs of elaborate decision?	To create awareness about decision	To emphasis policies of management	Both (A) and (B)	None of the above	C
98	Controlling is a _____ looking and a _____ -looking function	forward, backward	left, right	up, down	right, left	A
99	Controlling is the process that ensures the _____ is according to the pre-established standards	standard	performance	task	logic	B
100	The controlling function finds out _____ performance deviates from standards, analyses the causes of such deviations and attempts to take corrective actions	actual	next	faulty	null	A

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101	The supervisor must maintain coordination between different departments to avoid machine breakdown, delay in material receiving, inventory, quality related problems of finished _____	process	product	material	method	B
102	The first step in the controlling process is _____.	Setting performance standards	Measurement of actual performance	Setting performance standards	Analysing deviations	C
103	Once performance standards are set, the next step is _____	Setting performance standards	Measurement of actual performance	Analysing deviations	Taking corrective action	B
104	The final step in process control is _____	Setting performance standards	Measurement of actual performance	Analysing deviations	Taking corrective action	D
105	_____ creates a psychological pressure on the employees to perform well as they are aware that they are being observed personally on their job	Personal Observation	Breakeven analysis	Statistical reports	Budgetary control	A
106	_____ is useful information when presented in the various forms like charts, graphs, tables, etc., enables the managers to read them more easily & allow a comparison to be made with performance in previous periods & also with the benchmarks	Personal Observation	Breakeven analysis	Statistical reports	Budgetary control	C
107	_____ is a technique used by managers to study the relationship between costs, volume and profits.	Personal Observation	Breakeven analysis	Statistical reports	Budgetary control	B
108	_____ is a technique in which all operations are planned in advance in the form of budgets and actual results are compared with budgetary standards	Personal Observation	Breakeven analysis	Statistical reports	Budgetary control	D
109	Breakeven Point = _____ /Selling price per unit _____ per	Profits, Losses	Losses, Profits	Variable cost, Fixed cost	Fixed cost, Variable cost	D
110	The following is(are) physical hazard agent(s)	Falls	Inhalation	Electricity	All of the above	D
111	Which device is used to push material into the cutting area?	Push Button	Push Stick	Push Bar	None of Above	B

UNIT 4: SAFETY MANAGEMENT

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
1	First aid is _____	Temporary and immediate care given to the victim	Permanent care given to victim	Both a and b	Neither a nor b	A
2	Which of the following precautions is/are necessary in electrical work?	The equipment's should be earthed properly	Cable should be completely insulated	Cable should have any joints	Both a and b	D
3	SMS Means ----	Safety management society	Safety Management System	Safety Moving System	None of above	B
4	Long form of PPE	Personal Productive Equipment	Production Planning Engineering	Personal Protective Equipment	None of above	C
5	If you wanted to convey the most severe type of hazard, which word would you use?	Warning	Notice	Danger	Caution	C
6	Safety promotes -	Sales	Productivity	Research	Profit	B
7	Which of the following is not concerned with general safety norms?	Perform Job Safely	Follow rules and regulation	Incident not reported to supervisor	Eliminate fire hazards	C
8	Safety Programmes is a continuous process to achieve adequate	Profit	Sales	Safety	Loss	C
9	Four E's of Safety....	Engineering, Education, Enlistment, Enforcement.	Engineering, Education, Enlistment, Environment.	Environment, Education, Enlistment, Enforcement.	Engineering, Economic ,Enlistment, Enforcement.	A
10	Which equipment is used for protection of lungs?	Hard Hats	Shields	Gas Masks	Apron	C
11	Electrical insulation should be tested	Frequency	Monthly	Periodically	Daily	C
12	Repair work should be done after switching the	Power on	Power off	Shut down	All of the above	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
13	You should wear eye, head and face protection if you are working with which of the following tools	portable abrasive wheel tools	Electric tools	Pneumatic tools	Liquid fuel tools	C
14	The most dangerous place to use electrical equipment is	Near a ladder	Outdoors	Near water	Near other electric equipment's	C
15	Which equipment is used for eye protection?	Face mask	Goggles	Gas mask	Asbestos clothing	B
16	One way to learn to operate your equipment properly and safely is to read.	safety datasheet	Manufacturer's instructions	OSHA's general duty clause	none of above	B
17	Safe and proper equipment operation generally includes	Inspection and maintenance	Warming it up	Knowing how to contact emergency	All of above	A
18	SOP means	Safe operating procedure	Standard operating Process	Safe operation procedure	Standard operation policy	A
19	Safe operating procedure is revised.	No	B) Yes	Can't say	None of these	B
20	Who is responsible to take care of the health and safety of workers?	Worker	Safety committee	Manager	All of above	C
21	SOP is a _____ document	Oral	Written	None of above	Visual	B
22	Who ensures to follow safe procedures?	Employers	Workers	Managers	All of the above	D
23	Issue means	Pre job check	Post job check	During Job check	None of Above	A
24	In permit to work system a document is	Oral	B) Written	Visual	None of these	B
25	Confined space includes	Storage bins	Silos	Tanks	Grounds	C
26	Inspection is an example of	Hot work permit	Cold work permit	Electrical permit	Ground disturbance permit	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
27	In the work permit system, who is responsible for keeping the area and staff safe?	Issuer, Executer, Field operator	Manager, Engineer, Worker	Supervisor, Officer, Engineer	None of the above	A
28	_____ is a sudden and unfortunate happening which	Accident	Activity	Process	Movement	A
29	General causes of accidents are as follows	Accidents due to dangerous machines	Unsafe physical conditions	Moving objects	All of the above	D
30	Which of the following may be the cause of the accident?	Overconfidence of the employee	Proper training	Sound knowledge	None of the above	A
31	Taking shortcuts and lack of adequate knowledge are causes of accidents because of _____ Understanding	Workers	Management	Faculty layout	Natural disaster	A
32	Why should near misses be reported?	To educate employees	To test the first aider	To ensure complete recovery	To stop a more serious event occurring	D
33	An accident is	An unsafe act	An unsafe condition	Unplanned , something that happens by chance	None of the above	C
34	I can help prevent accidents by	Using my own equipment's	Doing only what I am trained to do	Riding in car pools	Helping others with their jobs	B
35	In case of accident, the victim should immediately be	Asked to take rest	Enquires about the accident	Attended to	Left to himself without treatment	C
36	Accidents are	preventable	Costly	Part of life	Both a and b	D
37	If I have an accident or injury, I should	Fix what I broke	Tell my supervisor	Keep working and not worry about it	Report it within a week	B
38	The responsibility of fire prevention belongs to	Manager	Supervisor	Everyone	Fire department	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
39	I can prevent electrical fire by	Non turning on lights	Never plugging anything into an outlet	Both a and b above	Not overloading electrical circuit	D
40	Fire extinguishers have a short use period of about	8-15 sec	1-2 min	2-3 hours	4-5 days	A
41	Which of the following colours allows you to identify a foam fire extinguisher?	Blue	Red	Yellow	Cream	D
42	The acronym for putting out a fire using a fire extinguisher is PASS. What does PASS stand for:	Pull, Aim, Squeeze, Spread	Pull, Accuracy, Squeeze, Spread	Pin, Aim, Squeeze, Sweep	Pull, Aim, Squeeze, Sweep	D
43	Which of the following types of materials is responsible for fuelling a Class A fire?	Oils that you typically cook with	Flammable liquids	Electrical Equipment	Wood, plastic, paper, and other kinds of solid materials	D
44	In the event of a fire, everyone is responsible for:	Informing the supervisor of what is happening	Pulling the fire alarm if they see a fire.	Making sure everyone gets to the fire assembly point safely	None of the above	B
45	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 fire permit	A hot permit	A work permit	No permit is needed	B
46	What class of fire was a Combustible Metal.?	Class A fire	Class D fire	Class F fire	Class B fire	B
47	Who has the authority to pull the fire alarm after discovering a fire on the worksite?	Only the manager can activate the fire alarm	Anyone who has seen a fire can activate the fire alarm.	Only the health and safety rep can activate the fire alarm	Only the owner can activate the fire alarm.	B
48	What is the purpose of a Safety Management System (SMS)?	To protect the health and safety of employees	To manage profits in the workplace	To increase hazards and incidents in the workplace	To only be integrated into certain processes within an organization	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
49	Which industries typically use a Safety Management System (SMS)?	Food and beverage	Education and healthcare	Fashion and beauty	Aviation, petroleum, chemical, and electricity generation	D
50	What does a Safety Management System (SMS) include?	Only policy and objectives	Only procedures and organization	Only responsibilities and other measures	Policy, objectives, plans, procedures, organization, responsibilities, and other measures	D
51	What is the main reason why workplace safety is important for every industry?	To reduce employee salaries	To provide a comfortable work environment	To increase profits for the company	To promote the well-being of both employers and employees	D
52	Which industries are considered high risk areas where industrial safety is especially important?	Agriculture and farming	Nuclear, aircraft, chemical, oil and gases, and mining	Education and healthcare	Retail and hospitality	B
53	What is the main benefit of industrial safety?	It increases the risk of fatal mistakes in the workplace	It reduces risks to people and processes	It decreases the need for safety training	It promotes a more competitive work environment	B
54	What does industrial safety primarily safeguard in high risk areas?	Costs and expenses	Environmental pollution	Human life	Equipment and machinery	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
55	What is safety management?	A process that identifies and controls hazards to prevent accidents and incidents	A process that identifies and controls financial risks	A process that identifies and controls environmental risks	A process that identifies and controls operational risks	A
56	What is the main goal of safety management?	To eliminate all hazards in the workplace	To reduce risks to an acceptable level	To increase profits for the organization	To meet regulatory requirements	B
57	Which of the following is not a component of safety management?	Risk assessment	Incident investigation	Marketing strategy	Safety training	C
58	What type of floor should be used in a good layout?	Carpeted	Tiled	Non-skid	Laminate	C
59	What is the purpose of good layout?	To provide sufficient space for movement	To reduce noise levels	To store inflammable materials separately	All of the above	D
60	What are some ways to minimize harmful effects of noise?	Use machines that produce less noise	Provide separate spaces for noisy works	Make efforts to reduce vibrations	All of the above	D
61	How often should safety valves, pressure gauges and water gauges be examined?	Once a month	Every six months	Annually	Thoroughly at regular intervals	D
62	What physical conditions should be provided in a good layout?	Sufficient illumination	Ventilation	Height	All of the above	D
63	What is the definition of safety according to the text?	continuing and unhealthy living without injury	continuing and healthful living with injury	Continuing and unhealthy living with injury	Continuing and healthful living without injury	D

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64	What does the word safety refer to?	Situations that can cause injury or ill health	Situations that cannot cause injury or ill health	Precautions people take to cause accidents	Precautions people take to prevent harm, danger, damage, loss, and pollution	D
65	What should be done with all hazards?	They should be identified and safeguarded against	They should be ignored	They should be celebrated	They should be encouraged	A
66	What is the main goal of safety management in an organization?	To ensure workplace safety	To improve employee morale	To reduce employee turnover	To increase profits	A
67	How does safety management software help in enhancing communication?	By creating communication barriers among employees	By limiting communication to only certain departments	By improving communication and sharing of appropriate data	By blocking communication between employees	C
68	What is one of the benefits of safety management in terms of compliance?	It only focuses on compliance in one location	It centralizes compliances from all locations to avoid accidents	It makes it easier for employees to ignore safety regulations	It ensures that accidents happen more frequently	B
69	What is the purpose of SOPs for workers doing work activities that have risks?	To provide guidance on how to do their work	To make sure they follow safety regulations	All of the above	To help them satisfy the duty of care	C
70	Why do Supervisors need SOPs?	To show the correct answer	All of the above	To ensure workers are following safety procedures	To keep workers safe and healthy	D

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71	Who has overall control and responsibility for the health and safety of workers?	Employees engaged in safety inspection	The safety committee	The supervisors	The manager	D
72	What does reasonable care mean when it comes to health and safety?	Making sure workers are following safety procedures	All of the above	Taking all necessary precautions to prevent injury or harm	Following safety regulations	B
73	What should be included in an SOP?	All of the above	A list of tasks to be completed	An explanation of why each task needs to be done	Step by step instruction on how to complete each task	A
74	What is the main benefit of having SOPs in place?	They help managers take reasonable care for the health and safety of workers	They help to create a safe and healthy workplace	All of the above	They provide a stable and reliable reference point	C
75	What is the role of the Safety Committee?	All of the above	To inspect the workplace	To help make a safe and healthy workplace	To enforce safety regulation	A
76	What is the legal requirement for employers regarding health and safety?	To provide adequate training	All of the above	To provide a safe working environment	To provide appropriate protective equipment	A
77	What is the primary goal of SOPs?	To improve productivity	To reduce the risk of accidents	All of the above	To increase profits	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
78	What is the difference between a policy and a procedure?	Policies are general while procedures are specific	Policies are mandatory while procedures are optional	Policies outline what must be done while procedures explain how to do it	Policies are written while procedures are verbal	C
79	What is the most important safety measure to prevent accidents?	Regular maintenance of equipments	Wearing protective gear	Adhering to safety regulations	Following safety protocols	C
80	What type of hazard can be prevented by using proper lighting?	Slips and falls	Fire	Chemical Spills	Electrical Shock	A
81	What should you do if you encounter a hazardous situation in the workplace?	Wait for someone else to take care of it	Try to fix it yourself	Ignore it	Report it immediately	D
82	What is the best way to reduce the risk of slips and trips in the workplace?	Use non-slip mats	Install handrails	Keep floors clean and dry	Wear slip-resistant shoes	C
83	What is the primary goal of an emergency response plan?	To protect people from harm	To minimize property damage	To restore normal operations quickly	To contain environmental contamination	A
84	What is a common feeling that occurs in a family after an accident?	Excitement	Success	Happiness	Insecurity	D
85	What type of loss can occur in a family after an accident?	Material possession loss	Earning member loss	Academic success loss	Weight loss	B
86	What is a possible effect of an accident on nearby society?	Disturbance	Celebration	Growth	Relief	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
87	What is a hazard?	A situation to cause harm in terms of human injury or ill-health, damage to property or environment or both.	A situation to enhance productivity and efficiency	A situation to cause laughter and excitement	A situation to promote safety and well-being	A
88	Which of the following hazards is related to machines and equipment?	Mechanical hazards	Electrical hazards	Fire hazards	Radioactive Hazards	A
89	Which hazard is related to exposure to harmful chemicals?	Electrical hazards	Radiation hazard	Fire hazards	Chemical hazards	D
90	What is responsible for the majority of accidents in work situations?	Physical hazards	Chemical hazards	Mechanical hazard	Biological hazards	C
91	What are the common sources of mechanical hazards?	Improper ventilation, unsafe dress etc.	Exposure to loud noises	Machine tools, handling materials, hand tools and other appliances	Slips, trips and falls due to wet floors and uneven surfaces	C
92	What could be the immediate effect of contact with electrical appliances?	Shock	Cold	Headache	Burns	A
93	What is one of the results of electrical hazards?	Tiredness	Hiccups	Stomach ache	Burning	D
94	What is an arc and how one may get it while working on electrical circuits?	An arc is a type of bird	An arc is a result of flash-over and can occur from not using protective equipment while working on electrical circuits	An arc is a point where two lines meet; and it can occur if you stare at an electrical circuit for too long	An arc is an electrical measuring tool and it can occur from particles in the air	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
95	What is the result of short circuit?	Overload current	Radiation burns	Voltage fluctuations	Malfunction	B
96	What is the danger of metal vapours in high voltage power transmission?	Burn injury or metal impregnation on skin or face	Short circuit failure	Generator overload	Increase in conductor conductivity	A
97	What is deep burns and necrosis a result of in high voltage power transmission?	Prolonged exposure to heat	Excessive electric charge absorption	Gas leakage from equipment	Contact with live conductor	D
98	Which of the following is an example of Simple asphyxiates?	Ammonia	Nitrogen gas	Carbon monoxide	Fluorine	B
99	Which chemical osphysciant is highly toxic?	Hydrogen sulphide	Methane gas	Nitrogen dioxide	Carbon dioxide	A
100	Which type of gases include Arsenic hydride and Inorganic metallic gases?	Chemical osphyscients	Organic metallic gases	Simple asphyxiates	Obstructive pulmonary diseases	B
101	Which types of radiation are mainly responsible for causing radiation hazards in industrial radiography?	Sunlight and radio waves	Infrared and heat	X-rays and gamma rays	Beta and gamma rays	C
102	Which type of radiation is harmful only in large amounts, and not in moderation?	Most radiation	Infrared radiation	Gamma ionizing radiation	Alpha and beta radiation	A
103	What are the four basic types of ionizing radiation?	Iron, nickel, gold and silver	Neptune, Saturn, Mars and Jupiter	Alpha, beta, gamma and x-ray	Ultraviolet, infrared, radio and microwaves	C
104	What is the activity that causes unstable atoms?	Digestion	Radiation	Respiration	Photosynthesis	B
105	According to old concept, how many elements are necessary to start fire?	1	3	2	4	B
106	What are the three elements necessary to start fire?	Light, Air, Paint	Salt, Pepper, Flour	Water, Soil, Air	Fuel, Oxygen, Heat/Source of ignition	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
107	According to the concept, what are the four elements necessary to start a fire?	Fuel, Oxygen, Heat, Chain reaction	Waves, soil, moisture, leaves	Electricity, water, wind, Clouds	Water, Air, Soil, Sunshine	A
108	What is the role of oxygen in starting a fire?	Oxygen acts as the cooling agent	Oxygen acts as an oxidant or oxidizer	Oxygen acts as the fuel for fire	Oxygen reduces the combustible material	B
109	What is the source of ignition necessary to start a fire?	Water	Air	Heat or source of ignition	Electricity	C
110	Which of the following is not a method of fire extinguishment?	Decreasing oxygen level	Adding oxygen to the fire	Removing heat from the fire	Removing the source of fuel	B
111	What is one way to remove heat from a fire?	Adding free radicals	Using a fire extinguisher	Increasing oxygen levels	Excluding inert gases	B
112	What gas acts as an oxidizer in a fire?	Nitrogen	Oxygen	Carbon monoxide	Hydrogen	B
113	What kind of chemicals put out fire by capturing free radicals?	Dry powder and halogenated hydrocarbons	Gasoline and kerosene	Paint thinner and turpentine	Ventilation systems and electrical wires	A
114	What is fire caused by?	A physical reaction between two objects	Electromagnetic waves colliding with matter	Rapid chemical oxidation reduction reaction	A biological process	C
115	What kind of materials can be put out with water or water solutions?	Ordinary combustible material such as wood, cloth, paper, rubber and many plastics	Electronic appliances and machines	Metals and their alloys	Flammable or combustible liquids, flammable gases, grease and similar material	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
116	What kind of fires require the use of agents that inhibit the release of combustible vapor?	Fires caused by electrical faults	Fires caused by human errors	Fires in flammable or combustible liquids, flammable gases, grease and similar material	Fires in ordinary combustible material such as wood, cloth, paper, rubber and many plastics	C
117	How are fires in flammable or combustible liquids put out?	By using water or water solutions	By using certain dry chemicals that retard combustion	By cutting off the fuel supply	By excluding air (oxygen), by inhibiting the release of combustible vapor with AFFF or FFFP agents, or by interrupting the combustion chain reaction	D
118	What kind of extinguishing agents should be used for class C fires in live electrical equipment?	carbon dioxide	electrically nonconductive agents like halon or dry chemical	water	foam	B
119	What kind of extinguishers can be used for class A or B fires in de-energized electric equipment?	extinguishers for class C fires	extinguishers for all types of fires	extinguishers that use water	extinguishers for class A or B fires	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
120	What kind of extinguishing medium should be used for class D fires in certain combustible metals?	water	halon	a heat absorbing extinguishing medium that does not react with the burning metals	dry chemical agents	C
121	What is a fire drill?	A method of practicing how a building would be evacuated in the event of fire	A device to detect and notify occupants of a fire	A training exercise for firefighters	A fire-suppression system used to extinguish fires	A
122	What is activated during a fire drill?	The building's sprinkler system	The elevators and escalators	The building's existing fire alarm system	The heating and ventilation system	C
123	Why is a fire drill important?	To try out new fire-safety equipment	To simulate a real fire	To practice evacuating the building in case of an emergency	To test the efficiency of the fire alarm system	C
124	Why is it important to list probable scenarios in a fire emergency action plan?	To increase storage space for flammable materials	To reduce the cost of PPE	To train personnel to fight with all types of fire	To comply with plant regulations	C
125	What type of equipment can be used to fight fire in a floating pump scenario drill?	Fire blanket	Gloves	Ladder	PPE	D
126	What is the first step in identifying requirements for a fire training program?	Identify flammable materials and their processes	Prepare a fire response team	List flammable material quantities	Conduct periodical fire drills	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
127	What is the ideal way to establish a fire control room?	Poorly established	Moderately established	Somewhat established	Well established	D
128	What communication system should be available in a fire control room?	whistle alarms	Public Address System	chirping sound effects	Horn speakers	B
129	How often should fire drills be conducted?	At least one in a quarter	Monthly	Yearly	Bi-annually	A
130	What type of emergency is the 'On-Site Emergency Plan' similar to?	Chemical spill emergency	Earthquake emergency	Fire or explosion emergency	Terrorist attack emergency	C
131	What is the key element of a fire emergency action plan mentioned in the context?	Calling outside resources first	Leaving the fire to burn out on its own	Preparing a central control room for co-ordination of emergency time activities	Evacuating the building immediately	C
132	What should be done to make an organized group of key persons for controlling the emergency?	Find them during the emergency situation	Prepare them in advance	Wait for the emergency control team to arrive	Ignore the organization of key persons and simply call for outside help	B
133	What should be regularly checked for housekeeping?	Wall art placement	Decorative plants arrangement	Placement of furniture	Accumulation of rubbish and combustibles	D
134	Who should be trained for emergency activities?	Security supervisors	Assembly points managers	Firefighting crew, medical staff, and other workers	Communication runners	C
135	Who should be given distinctive garments or caps during an emergency?	Medical staff	Emergency controllers	Security guards	Firefighters	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
136	What is the first step in conducting a fire drill?	Communicate with the fire marshal	Established an in-house safety committee	Conduct fire drill regularly	Suggest alternate routes in case of emergency	B
137	Who has to monitor the fire drill process?	Supervisory staff	IT staff	Janitors	Security guards	A
138	What needs to be recorded in the report after the fire drill?	Number of individuals present during the drill	Duration of the fire alarm system reset	Number of fire wardens assigned	Total evacuation time	D
139	What is the objective of a fire drill?	Giving employee an opportunity to practice emergency procedures in a simulated but safe environment	Extinguishing a real fire	Testing fire safety equipment	Influencing fire alarms during simulation	A
140	What does a fire drill ensure?	Quality of food supplied	Alarm system and fire safety equipment's are in working condition	Working condition of AC's	Maintenance of furniture	B
141	What is the purpose of a permit-to-work system?	To increase profits	To speed up work processes	To reduce workplace communication	To control potentially hazardous work	D
142	What does a permit-to-work document specify?	How many workers are needed	The materials needed for the job	The work to be done and precautions to be taken	The cost of the job	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
143	What role does the permit-to-work system play?	A system that hinders workplace communication	A way to increase workplace hazards	An optional addition to safe work practices	An integral part of a safe system of work	D
144	What is the purpose of a work permit application?	To decrease salary expenses	To save life and avoid accident	To increase profit	To increase productivity	B
145	Which is not a type of Work Order mentioned?	Cold drink permit	Permit for Electrical maintenance	Hot work permit	Work order for working at height	B
146	What are some common factors in any type of work permit application?	Marketing techniques, advertising strategies, and customer service protocols	Food safety regulations, menu planning, and cooking techniques	Interior design plans, lighting fixtures, and color schemes	First-aid and rescue equipment, testing and certification of working atmosphere, and training workers for such work	D
147	Which of the following is NOT a characteristic of hazardous substances?	Corrosive	Toxic	Odorous	Flammable	C
148	What is the vital component to devising any safety work permit?	Concentrating on typical hazards and applying remedial measures	Knowing the market value of the substance	Knowing the source of the substance	Knowing the chemical formula of the substance	A
149	What can reveal specific hazards of a hazardous substance?	Material Safety Data Sheet (MSDS)	Temperature at which it boils	Storage, process, and vessel conditions	Colour of the substance	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
150	What type of hazards need flameproof equipment and avoidance of ignition sources?	Flammable dust, gas, vapour, or liquid	Toxic atmosphere	Radioactive atmosphere	Explosive atmosphere	A
151	What is required when working with a toxic dust or gas?	Safety glasses	Local exhaust or capture device	Steel-toe boots	Safety helmet	B
152	When working with corrosive acid, what type of hand protection is necessary?	Leather gloves	Rubber boots	Acid-proof hand-gloves	Thick socks	C
153	What type of hand protection is required when working with hot substances?	Eye protection goggles	Cotton socks	Depends on the nature- cotton, leather, asbestos	Chemical-resistant gloves	C
154	What determines the type of ladder or platform needed when working on a fragile roof?	Height, place and position of work	The worker's experience	Type of safety belt used	Type of dust present	A
155	What determines the specific type of respirator needed for working with dust?	Type and size of dust particles	Type of job being done	Location of the worksite	Time of day	A
156	Which of the following is not a feature of permit-to-work systems?	Instruction in the issue, use and closure	A hazard and risk assessment	A tool box sign by all workers	The name and signature of those who are responsible for the job	C
157	Permit-to-work systems are intended for:	Visiting contractors	Supervisors only	Workers undergoing training	Authorized personnel	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
158	What are the types of work for which PTW systems shall be applied?	Painting and drawing, reading books, playing games	Cooking and food preparation, laundry, gardening	maintenance and repair, inspection, testing, construction, dismantling, modification and cleaning	Watching television, sleeping, eating	C
159	What are examples of hot work?	Playing with pets, talking to colleagues	Wearing gloves, using a stapler	Spark producing tools, hammering in high risk gas areas, explosives, welding	Watering the plants, sweeping the floor	C
160	Who is authorised to issue a permit to work after checking all the safety precautions?	Issuer	Human Resource Coordinator	Marketing Executive	Management Trainee	A
161	What is the purpose of the first element of a work permit system?	Equipment inventory	Issue of protective gear	Plant inspection	Prejob check	C
162	What is the process during the receipt element of a work permit system?	Checking worker credentials	Issuing fines to non-compliant workers	Assigning tasks to specific workers	Handover of permit and workers sign acceptance of control	D
163	What happens during the clearance element of a work permit system?	Workers sign to say they have started job tasks	Workers sign to confirm they have left the job site and equipment can restart	Workers must refresh their control permits every hour	Workers are allowed to use equipment control without supervision	B

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Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
164	For which type of work permits are needed?	Absenteeism	High risk activities	Office paperwork	Coffee breaks	B
165	What kind of lifting requires work permits?	Heavyweight lifting with arms only	Critical lifting using mobile cranes	Lifting pencils off the desk	Lifting while standing on one foot	B
166	What is the purpose of work permits?	To promote employee welfare	To speed up production processes	To cut down expenses on machinery and equipment	To ensure safety during high risk and dangerous work	D
167	Which of the following is a high risk activity?	Work near energized lines	Research and development	Selling products online	Administrative work	A
168	What type of work requires a work permit?	Offering suggestions for workplace improvement	Work involving the use of dangerous substances, including radioactive materials and substances	Walking on the production floor	Attending a company meeting	B

UNIT 5 – LEGISLATIVE ACTS

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
1	What is the objective of the Ministry of Labour and Employment?	To make labour force work longer hours	To decrease productivity	To promote big businesses	To protect and safeguard the interests of workers in general	D
2	What is the focus of the government when it comes to the labour force?	To eliminate labour laws	To provide social security to both organised and unorganised sectors	To limit working hours for efficient work	To make labour force work harder without any benefits	B
3	Which of the following is not governed by labour laws in India?	Working conditions	Employee's personal opinions	Minimum wages	Payment of wages	B
4	Which ministry at the State level ensures compliance with State labour laws?	Environment Ministry	Education Ministry	Agriculture Ministry	Labour Ministry	D
5	Which act regulates working hours, conditions of services and employment for factory workers?	ESI Act, 1948	Payment of Gratuity Act, 1972	Workmen's Compensation Act, 1923	Factories Act, 1948	D
6	What is the main objective of the Factories Act, 1948?	To generate profit for factory owners	To create more factories in India	To ensure safety measures and promote health and welfare of workers	To increase working hours in factories	C
7	According to the text, who does the Factories Act, 1948 provide provisions for?	Only men	Only women	Women, young persons, including children and adolescents	Older persons, including senior citizens	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
8	Why was the Factories Act, 1948 amended multiple times?	To make it more difficult for workers to file complaints	To promote the interests of factory owners	To weaken the protection and welfare of workers	To make improvements and updates to the act	D
9	According to the text, how many workers need to be working in a factory for the Factories Act to be applicable?	Five or more than five workers	Ten or more than ten workers	Less than ten workers	Only one worker	B
10	Industrial legislation necessary for	Social welfare of worker	Economic benefits of workers	Improve efficiency of industry	All above	D
11	Industrial legislation safeguard the _____ against exploitation	Top management	Workers	Middle Management	All above	C
12	Factories act came into force from	1948	1950	1972	1976	A
13	Which industrial act safeguards interests of workers regarding their health, safety and welfare?	Workmen's compensation act.	Minimum wages ac	Indian factories act.	Industrial dispute act	C
14	It is an Act to provide for the compensation for injury by accident	Indian factories act	Minimum wages act	Workmen's compensation act	Industrial dispute act	C
15	Indian factory act come in to force on -----	1st May 1960	1st April 1949	15th August 1947	26th January 1950	B
16	As per Indian factory act, The person who has control over the affairs of factory is known as -----	Employee	Worker	Occupier	None of the above	C
17	As per Indian Factory act, Employer has to provide canteen facility, if there are ---- number of	50	100	200	250	D
18	-- is not statuary welfare facility under Factory act	Canteen	Medical	Transport	None of the above	C
19	arrangements of drinking water is mentioned under----- section of Factory act	15	11	10	18	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
20	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.	7	15	10	30	B
21	As per the Factories Act,1948 any engine, motor or other appliance which generates or otherwise provides power is termed as	Prime Mover	Machinery	Equipment	All of the Above	A
22	As per section 16 of the Factory Act, 1948 the minimum space to be allocated to each worker employed in the factory is	12.2 cu.met	13.2 cu.met	14.2 cu.met	15.2 cu.met	C
23	An adult worker is allowed to work for ----- hours in a week.	35	48	40	45	B
24	Section 2 (m) of the Factory Act 1948 Says about	Factory	Manufacturing Process	Workers	All of the Above	B
25	The maximum daily hours of work in a day with normal wage allowed in factories is - -----	8	9	10	11	B
26	----- is the chairman of Site Appraisal Committees	The Chief Inspector of the State	b)The Inspector of The District	Occupier	None of the above	A
27	----- authority enforces the Factory Act 1948	The Heavy Industries Department of Central Government	Human Resources Department	The Labour Department of the State Government	All of the Above	C
28	----- means a person who has completed his fourteenth year of age but has not completed his eighteenth year	adult	adolescent	workmen	None of the above	B
29	----- means a person who has completed his eighteenth year of age	Minor	adolescent	Adult	None of the above	C
30	Section 27 under the Industrial dispute act is about	Manufacturing process	Penalty for instigation/ Provocation	occupier	None of the above	B
31	In _____ year did the Industrial Dispute act come into operation.	1960	1947	2019	1965	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
32	_____ is a machinery for the settlement of Industrial Disputes in India	National Commission on Labour	Wage Board	Industrial Tribunal	Standing Labour Committee	C
33	_____ machinery has been mentioned in the Industrial Dispute act accountable for the speedy and amicable settlement of industrial disputes	Adjudication	Conciliation	Arbitration	Appropriate government	B
34	_____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.	Banking Company	Conciliation Proceeding	Closure	Award	D
35	Industrial Dispute means, Dispute between -----	Employer and workmen	workmen and workmen	Employer and Employer	All of the Above	D
36	The ----- authorities are set up for settling the industrial Dispute.	labour court	Industrial Tribunal	Conciliation Board	All of the Above	D
37	'Award' under Industrial Disputes Act, 1947 is-----	interim determination of industrial dispute	final determination of industrial dispute	arbitration award under Section 10A	Both A & B	D
38	How many members does a conciliation board consist of as per the appropriate government?	Chairman and 2 or 4 other members	Chairman and 1 more member	Chairman and 5 or 6 other members	Chairman and 10 other members	A
39	_____ includes any court constituted under any law relating to investigation and settlement of industrial disputes in force in any State	Labour court	District court	Supreme court	None of the above	A
40	Section _____ of industrial dispute act covers the compensation provided to workers who are in continuous service for not less than one year.	25	25A	25-FFF	26	C
41	----- 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	15 days	7 days	180 days	30 days	D
42	Where do the labour court, tribunal and national tribunals submit their awards of the dispute?	Appropriate government	Central government	Employer	Conciliation	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
43	How much compensation does the workman deserve at the time of retrenchment?	Equivalent to 15 days average pay	6 months	Equivalent to 30 days average pay	None of the above	A
44	if death results from the injury, the amount of compensation to the employee equal to	40% monthly wages multiplied by the relevant factor	150% monthly wages multiplied by the relevant factor	100% monthly wages multiplied by the relevant factor	None of the above	A
45	if workmen Loss of both hands or amputation at higher sites then he /she will get compensation ----- percentage of loss of earning capacity	25	100	50	None of the above	B
46	If workmen have permanent total disability, he /she will get compensation amount ----- percentage of monthly wages.	50	25	100	None of the above	A
47	A workmen have Loss of both eyes, then He/ She will get compensation ----- Percentage of loss of earning capacity	30	50	40	100	B
48	Most common and usual form of direct compensation paid in organizations is -----	base pay and benefits	variable pay and benefit	base and variable pay	All of the above	C
49	Characteristic of a good compensation system is -----	Higher the qualification of worker, higher is compensation	Higher the efficiency of worker, higher is compensation	Higher the rank of worker, higher is compensation	All of the above	D
50	Major factors influencing compensation of worker are -----	skill	effort	working condition	All of the above	D
51	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 contractor who employed the worker	The sirdar who supplied the worker	Both (A) and (B)	None of the above	A
52	The maximum daily hours of work in a day with normal wage allowed in factories is _____	8	9	10	11	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
53	Minimum rates of wages may be fixed by _____	Hour	Day	Month	All of the above	D
54	Basic compensations given to employees as salaries or wages are called _____	Basic pay	wages	salary	variable pay	A
55	_____ is the total cash and non-cash payments that you give to an employee in exchange for the work they do for your business.	Salary	Compensation	Payment	All of the above	B
56	In graduated time rates system, if basic salary is Rs.2000 and dearness allowance is 150% then total remuneration will be Rs. _____	3,000	5,000	2,000	2150	B
57	_____ is the maximum wage period for the payment of wages	15 days	21 days	1 day	1 month	D
58	_____ deductions is not authorized payment of wages act	Deduction for Fines	Deduction for payment of Income tax	Deduction for Payment of insurance	Deduction for payment of uniform and property	D
59	_____ of the wages payable is the maximum limit of fine to be imposed on an employee	5%	1%	3%	10%	C
60	_____ means all remuneration expressed in terms of money	Salary	Wages	Mubadala	All of the above	B
61	According to the definition of "Week" under the Minimum wage Act, it is a period of 7 days beginning at midnight on _____	Sunday	Monday	Friday	Saturday	B
62	Leave with wages is allowed for employees if they work for _____ days in a month	28	20	30	31	B
63	Under Minimum Wages Act an Adult means a Person who has completed age of --- ----- years	18	15	16	19	A
64	Statutory Minimum wage is fixed under	Payment of Wages Act, 1936	Equal Remuneration Act, 1976	Workmen's Compensation Act, 1923	Minimum Wages Act, 1948	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
65	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	Schedule I part I	Schedule I part II	Schedule I, Part I, II and the employments and added under section 27	Schedule I and II	C
66	Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?	Notification Method	Committee Method	Bargaining Method	None of the above	C
67	To provide insurance coverage to the employees who are injured on the job with payment for lost wages, medical care, and if necessary, vocational rehabilitation is the primary purpose of the –	Factories Act	Industrial Disputes Act	Workman Compensation Act	Minimum Wages Act	C
68	The wages under the Minimum Wages Act, 1948 shall include-	a basic rate of wages, DA, HRA and CCA	a consolidated amount decided by the employer	a basic rate of wages and DA variable according to cost of living	cost to company (CTC)	C
69	Ensuring the safety, health and welfare of the employees is the primary purpose of the-	Factories Act	Industrial Disputes Act	Workman Compensation Act	Minimum Wages Act	A
70	Identify the correct labour law for working hours, condition of service and employment.	Factories Act, 1948	Minimum Wages Act, 1948	Workman's Compensation Act, 1923	Industrial Disputes Act, 1947	A
71	When a worker works for more than _____ hours in a day or for more than 48 hours in any week, he shall be entitled to wages at the rate of twice his ordinary rate of wages	9	8	7	6	A
72	In which year did factories act come into force?	23rd September, 1948	1st April, 1949	4th April, 1949	12th September, 1948	B
73	How many days in advance does the occupier of a factory premises gives notice of occupancy to the chief inspector?	15 days	20 days	10 days	25 days	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
74	What are the general duties of an Occupier? 1. Maintenance of a plant and system of work in factory are safe, without risks to health. 2. Ensure safety and absence of risks to health in, use, handling, storage and transport of articles and substances. 3. Specifying the area 4. Defining the local mean time ordinarily deserved therein.	4	3	Only 1 & 2	All of the above	C
75	Which provisions regarding health are mentioned in the sections 11 to 20 in factories act? 1. Cleanliness 2. Dust and fumes 3. Ventilation and temperature 4. Disposal of wastes	Only 2 & 3	Only 1 & 4	None of the above	All of the above	D
76	As per the factories act, after how many years should the factory premises be painted and refurbished?	5 years	2 years	10 years	Annually	A
77	As per section 2 in factories act, who will be called as an adult?	A person who has completed 21 years of age	A person who is less than 19 years of age	A person who has completed 24 years of age	A person who has completed 18 years of age	D
78	Section 2(g) under the act defines _____	Factory	Manufacturing process	Worker	Occupants	B
79	Match the following 1. Approval, licensing and registration of factories ----a.) Section 18 2. Arrangements for drinking water ----- b.) Section 35 3. Maintenance of buildings ----- c.) Section 6 4. Protection of eyes ----- d.) Section 40A	1 - c, 2 - a, 3 - d, 4 - b	1 - b, 2 - a, 3 - d, 4 - c	1 - c, 2 - d, 3 - a, 4 - b	1 - a, 2 - c, 3 - d, 4 - b	A
80	If there are _____ numbers of employees, then the employer has to provide a canteen.	250	510	320	100	A
81	As per section 94, a person who repeats an offence, he shall be punishable with an imprisonment for a term which may extend upto _____ years and fine which shall not be less than 10,000 Rs but which may extend upto _____ or both.	3 years/ 2,00,000 Rs	5 years/ 1,20,000 Rs	2 years/ 2,50,000 Rs	4 years/ 3,00,000 Rs	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
82	If a company has _____ number of employees, then the appointment of a safety officer is mandatory under the factories act.	500	100	1000	10000	D
83	Which of the following is an obligation of the employer as mentioned in the factories act? 1. Provide all benefits and facilities to the workers regarding annual leave, weekly holidays, and extra wages for overtime, washing, first aid, canteens, creches, rest and lunch rooms. 2. Applicable to all workers 3. To prevent haphazard growth of factories through the provisions related to the approval of plans before the creation of a factory. 4. To ensure adequate safety measures and to promote the health and welfare of the workers employed in factories.	Only 3	Only 1	2, 3 and 4	All of the above	B
84	Fitness certificate granted under "sub section 2" of the act is valid for how many months?	10 months	24 months	6 months	12 months	D
85	From the below mentioned options, which of the following is not mentioned under the welfare provision in the factories act?	Canteen	Creches	Drinking water	First aid	C
86	Which section of the act covers the topic annual leave with wages?	Section 27	Section 5	Section 86	Section 79	D
87	How many hours in a week can an adult work as per factories act?	9 hours	56 hours	34 hours	48 hours	D
88	If there are 100 workers in a factory, then one seat is allotted to how many workers	25	50	100	75	A
89	Choose the correct option that states the type of leave facilities for a worker mentioned in the factories act?	Maternity leave	Casual leave	Annual leave with wages as per factories act	National & Festival Holidays	C
90	What is the maximum amount of fees to be paid for licensing process?	5 years	1 year	3 years	7 years	A
91	Which section of the factories act covers the list of diseases given in the schedule?	Section 3	Section 25	Section 87	Section 89	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
92	Under section 106, a complaint must be filed within ____ months of the date when the commission of the offence came to the knowledge of an inspector.	6 months	3 months	1 months	12 months	B
93	Section 76 empowers the state government to make rules for _____	The period of work for all children employed	Fitness certificate to work in a factory	Canteen facilities	Prescribing physical standards to be attained by the young persons for working in factories	D
94	Which of the below mentioned provisions come under safety provisions?	Lighting	Creche	Self-acting machinery	Ventilation and Temperature	C
95	Choose the correct option that states the duties of a certifying surgeon as per section 10(4) of the factories act. 1. Examination and certification of young persons 2. Examination of persons working in factories engaged in dangerous occupations as may be specified in the act. 3. Exercising of medical supervision as may be prescribed for any factory or class where young persons are or are about to be employed in any work which is likely to cause injury to their health.	Only 1	Only 2 & 3	None of the above	All of the above	D
96	In cubic meters how much space is allotted to each worker after the commencement of factories act?	9.5	10	14.2	12.4	C
97	In which year did the Industrial Dispute act come into operation?	1947	1949	1953	1963	A
98	o which settlement machinery can the central government refer the disputes under rule 81 - A?	Conciliation	Arbitration	Adjudicator	Supreme Court	C
99	Before the industrial disputes act was implemented in the year 1947, which act took care of the industrial disputes?	Trade Disputes Act, 1929	Royal Commission on Labour, 1934	Labour Management Relations Act, 1947	None of the above	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
100	Choose the correct option that correctly states out the defect in the Trade Disputes Act, 1929.	Restraints imposed on the rights of strike	To render the proceedings unstatutable under the Act for the settlement of an industrial dispute	Solution to industrial unrest	All of the above	B
101	The bill passing rule 81A has made two new institutions for the prevention and settlement of industrial disputes, i.e. Work Committees and _____	Industrial Tribunal	Commission on Labour	Arbitration	Adjudication	A
102	The industrial peace is secured through voluntary _____ and compulsory _____	Compromise and Arbitration	Adjudication and Arbitration	Work Committee and Industrial Tribunal	Negotiation and Adjudication	D
103	Choose the correct objective of the Industrial Disputes Act.	To prevent illegal strikes	To promote measures for securing and preserving good relations between the employers and the employees	To provide relief to workmen in matters of lay-offs,	retrenchment, wrongful dismissals	D
104	Power has been given to _____ to require Works Committee to be constituted in every industrial establishment employing 100 workmen or more.	Appropriate Government	State Government	High Court	Board of Conciliation	A
105	Which permanent settlement machinery has been mentioned in the act accountable for the speedy and amicable settlement of industrial disputes?	Adjudication	Conciliation	Arbitration	Appropriate government	B
106	A report of the select committee on the Industrial Disputes Bill, 1946 was published in the Gazette of India, Part _____	V	IV	III	I	A

MAN/MGT Q-BANK

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
107	_____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.	Banking Company	Closure	Award	Conciliation Proceeding	C
108	How many members does a conciliation board consist of as per the appropriate government?	Chairman and 2 or 4 other members	Chairman and 1 more member	Chairman and 5 or 6 other members	Chairman and 10 other members	A
109	A person shall not be appointed as the presiding officer of a labour court unless he has been the presiding officer under any provincial or state act for not less than _____ years.	2	10	5	15	C
110	How many persons shall a national tribunal consist of which is to be appointed by the central government?	1	2	3	4	A
111	What is the required minimum age of the person to be appointed in the office of the presiding officer of a labour court, Tribunal or National Tribunal?	65 years	60 years	58 years	50 years	A
112	As per section 8, if a vacancy arises in the office of the presiding officer of a labour court, Tribunal or National Tribunal or in the chairman's office in the case of National Tribunal, the _____ and in any other office the _____ shall appoint another person in accordance with the provisions of this Act.	Central Government for both	Appropriate Government for both	Central Government; Appropriate Government	Appropriate Government; Central Government	C
113	How many days of notice has to be given to the workman by the employer in case of any changes to be made in the service conditions specified in the fourth schedule?	30 days	15 days	21 days	45 days	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
114	Which of the below mentioned is the duty of a conciliation officer?	The board shall submit its report within 2 months of the date on which the dispute was referred to	The court shall inquire that matters referred to it and report thereon to the appropriate government within a period of 6 months.	Where any industrial dispute exists or is apprehended, the conciliation officer may, or where the dispute relates to a public utility service and a notice under section 22 has been given shall hold the conciliation proceedings in the prescribed manner.	All of the above	C
115	Where do the labour court, tribunal and national tribunals submit their awards of the dispute?	Appropriate government	Central government	Employer	Conciliation	A
116	What 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?	30 days	15 days	7 days	1 day	A
117	If any declaration has been made in relation to an award under the provision to sub - section (1), the appropriate government or the central government within _____ days from the date of publication of the award under section 17, make an order rejecting or modifying the award.	6 months	3 months	90 days	1 year	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
118	If the date of operation is not mentioned in the awards, then according to sub - section 1 or 3 when is the award put into effect?	One month after the date of enforcement	On the date of enforcement	One week after the day of enforcement	None of the above	B
119	The arbitration award shall remain in operation for a period of year as mentioned in the act.	1 year	6 months	24 months	None of the above	A
120	As per section ___ a conciliation proceeding shall be deemed to have commenced on the date on which a strike or lock - out is received by the conciliation officer.	20	18	22	19	C
121	No person employed in a public utility service shall go on strike in breach of contract within ___ of giving such a notice.	14 days	6 weeks	7 days	None of the above	B
122	Choose the correct option where no workmen shall go on a strike in breach of contract and no employer of any such workmen shall declare a lock - out during:	The pendency of conciliation proceedings before a board and 7 days after the conclusion of such proceedings	The pendency of proceedings before labour court, tribunal or national tribunal and 2 months, after the conclusion of such proceedings	During any period in which a settlement or award is in operation, in respect of any of the matters covered by the settlement or award	All of the above	D
123	How many days of service will be termed as continuous service when working in a mine industry?	190 days	240 days	365 days	180 days	A
124	A workmen who is employed in an industrial establishment in the place of another workman whose name is borne on the muster rolls of the establishment is ___	Temporary workmen	Permanent workmen	Badli workmen	None of the above	C
125	How much compensation does the workman deserve at the time of retrenchment?	Equivalent to 15 days average pay	6 months	Equivalent to 30 days average pay	None of the above	A
126	How many days of notice period is mandatory for a workman who has been in continuous service for more than a year while retrenchment?	1 month	2 months	15 days	45 days	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
127	How many days notice is the employer supposed to give before closing down an establishment as per section 25FFA?	90 days	60 days	30 days	120 days	B
128	What is the penalty faced by an employer if he lays - off or retrenches an employee without prior permission?	Imprisonment for upto a month and a fine of upto 1000 rupees	Imprisonment for upto a month or; Fine of upto 1000 rupees	Fine of upto 1000 rupees	All of the above	D
129	The penalty for closing an undertaking without prior notice is _____.	Imprisonment for upto 6 months or; Fine upto 5000 rupees	Fine upto 5000 rupees	Both imprisonment and fine	All of the above	D
130	The Act prescribing minimum limit of wages in certain employment is known as	Payment of Wages Act, 1936	Factories Act, 1948	Minimum Wages Act, 1948	Child Labour (Prohibition and Regulation) Act, 1986	C
131	Minimum Wages Act, 1948 requires to fix minimum rates of wages in respect of employment specified in the schedule.	Central Government	State Government	Local Administration	Appropriate Government	D
132	Minimum Wages Act, 1948 extends to	Whole of India	Whole of India except Jammu and Kashmir.	Whole of India except Union Territories	Whole of India except Andaman and Nicobar.	A
133	According to Minimum Wages Act, 1948, a "Child" means a person who has not completed his	10th year of age	12th year of age	14th year of age	16th year of age	C
134	"Wages" under the Minimum Wages Act, 1948 has similar meaning as in the	Payment of Wages Act, 1936	Companies Act, 1956	Partnership Act, 1932	None of the above	A
135	"Wages" under the Minimum Wages Act, 1948 does not include	Value of house accommodation supply of light, water, medical attendance	Value of travelling allowance or the value of any travelling concession	Gratuity payable on discharge	All of the above	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
136	Which of the following is excluded from the definition of "Wages" under the Minimum Wages Act, 1948?	House Rent Allowance	Dearness Allowance	Basic Salary	All of the above	A
137	Which of the following is excluded from the definition of "Wages" under the Minimum Wages Act, 1948?	Leave Travel Allowance	Dearness Allowance	Basic Salary	All of the above	A
138	How many schedule(s) is/are there of the Minimum Wages Act, 1948?	1	2	3	4	A
139	How many parts are there in the schedule of the Minimum Wages Act, 1948?	1	2	3	4	B
140	"Employee" under the Minimum Wages Act, 1948 includes	Skilled labour – Clerical labour	Skilled and unskilled both labour – Manual and clerical both labour	Skilled and unskilled both labour – Manual and clerical both labour	Unskilled labour – Manual labour	C
141	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 or no independent judgment or previous experience although familiarity with the occupational environmental is necessary. "	Unskilled	Semi-skilled	Skilled	White collar	A
142	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. "	Unskilled	Semi-skilled	Skilled	Out-worker	B
143	Who must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed?	Unskilled employee	Semi-skilled employee	Skilled employee	Out-worker	C
144	A worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.	Unskilled	Semi-skilled	Skilled	Highly skilled	D
145	The responsibility of fixing minimum wages lies with	State Government	District Magistrate	Appropriate Government	Local Authorities	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
146	A minimum rate of remuneration to apply in the case of employees employed on piece work for the purpose of securing to such employees a minimum rate of wages on a time work basis	A minimum time rate	A minimum piece rate	A minimum guaranteed time rate	Overtime rate	C
147	Minimum rate (whether a time rate or a piece rate) to apply in substitution for the minimum rate which would otherwise be applicable in respect of overtime work done by employees	A minimum time rate	A minimum piece rate	A minimum guaranteed time rate	Overtime rate	D
148	The Appropriate Government may fix minimum wages	By the hour	By the day	By the month	Any of the above	D
149	The minimum wages fixed or revised by the Appropriate Government, an all-inclusive rate includes	Basic rate	Cost of living allowance	Cash value of the concessions	All of the above	D
150	Who advises the Appropriate Government for co-ordinating work of committees and sub-committees?	High Court	Local Authority	Advisory Board	Chief Committee	C
151	Minimum wages payable under the Payment of Wages Act, 1948 shall be paid	In cash	In kind	Either cash or in Kind	Partly in cash and partly in kind	A
152	If an employee has worked on any day in excess of the normal working hours, he is eligible for under the Minimum Wages Act, 1948.	Overtime rate	Minimum wages rate	(a) or (b) whichever is higher	(a) or (b) whichever is lower	C
153	Where an employee is employed on piece work for which minimum time rate and not a minimum piece rate has been fixed under this Act the employer shall pay to such employee wages at not less than the minimum.	Piece rate	Time rate	Overtime rate	Guaranteed piece rate	B
154	Who is required to maintain the registers and records regarding particulars of employees, wages paid to them, work performed by them under the Minimum Wages Act, 1948?	Trade Union Leader	Employer	Employee	Appropriate Government	B
155	Who appoints the Inspector under the Minimum Wages Act, 1948?	Employer	Ministry of Labour	Appropriate Government	Committee of Welfare	C
156	Who can be appointed as a hearing and deciding authority under the Minimum Wages Act, 1948?	Commissioner for Workmen's Compensation	Labour Commissioner	Judge of a civil court	Any of the above	D
157	What is the time period of presentation of application under the Minimum Wages Act, 1948?	3 months	6 months	12 months	24 months	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
158	Under Workmen's Compensation Act, 1923	Individual manager subordinate to an employer cannot act as managing agent.	Managing agent includes an individual manager subordinate to an employer.	Only employer can act as managing agent.	The appropriate government shall appoint managing agent.	D
159	The Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees State Insurance Act, 1948	Together can be applicable.	The Maternity Benefit Act and the Employees State Insurance Act can be applicable at a time.	The Workmen's Compensation Act and the Employees State Insurance Act can be applicable at a time.	If the Workmen's Compensation Act and the Maternity Benefit Act are applicable, the Employees State Insurance Act is not applicable.	D
160	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 contractor who employed the worker	The sirdar who supplied the worker	Both (A) and (B)	None of the above	A
161	No contribution is required for getting benefit under which of the following legislations?	Maternity Benefit Act	Employees' Compensation Act	Both (A) and (B)	None of the above	C

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
162	If the money is due from the employer under the settlement or award, the workman or his assignee can make an application to the appropriate government for the recovery within the period given below.	One year.	One year and also after the said period of the appropriate government is satisfied that the applicant has sufficient cause for not making the application within one year.	Two years.	Three years.	B
163	Which of the following statements relating to the Workmen's Compensation Act is not correct?	This Act has a link with the Employee's Compensation Act	This act is the outcome of the amendment that was made to the Employee's Compensation Act	This act does not have any provision relating to temporary disablement of workmen	This act has a provision relating to permanent partial disablement	C
164	If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman,	Employer is liable to pay compensation	Employer is not liable to pay compensation	Appropriate government is liable to pay compensation	The Trade Union is liable to pay compensation	B
165	In case of fatal accident if the commissioner serves notice to the employer based on his source (a) The employer can neglect the notice. (b) If the employer thinks liable, he shall make the deposit within sixty days of the service of notice. (c) If the employer thinks liable, he shall make the deposit within thirty days of the service of notice. (d) If the employer is not liable, he shall in his statement indicate the grounds on which he disclaims liability.	All statements are correct.	All statements are incorrect.	Only (a) and (d) are correct.	Only (c) and (d) are correct.	D

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
166	Under Workmen's Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensation? (i) a minor brother or an unmarried sister or a widowed sister (ii) a widowed daughter-in-law (iii) a minor child of a pre-deceased son (iv) a minor child of a pre-deceased daughter where no parent of the child is alive (v) a paternal grandparent if no parent of the workman is alive;	i, ii & v	i, ii, iii & iv	i, ii, iii & v	i, ii, iii, iv & v	D
167	Under this Act, employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding ----- days;	7	3	5	2	B
168	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 the influence of drink or drugs	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	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	All the above	D
169	What is the name of the Act was renamed from The Workmen's Compensation Act 1923 to the Employees' Compensation Act 1923 ?	Employees' Compensation Act	Workers' Rights Act	Employee Benefits Act	Workplace Safety and Insurance Act	A
170	When did the amendment to the Employees' Compensation Act, 1923 come into force?	40196	39831	40165	40227	A

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
171	How much has the minimum rate of compensation for permanent total disablement been increased to under the Employees' Compensation Act, 1923?	1,20,000/-	80,000/-	90,000/-	1,40,000/-	A
172	What words have been substituted in the Employees' Compensation Act, 1923 to make it gender neutral?	Man and Woman	Husband and Wife	Worker and Employee	Male and Female	C
173	How much has the minimum rate of compensation for death been increased to under the Employees' Compensation Act, 1923?	1,20,000/-	1,40,000/-	90,000/-	80,000/-	B
174	What is the main objective of the Workmen's Compensation (Amendment) Act, 2009?	To provide protection for employees in case of injury or death	To increase the monthly wages for the purpose of calculation of compensation	To make the Act gender neutral	All of the above	D
175	What other Acts are related to the Employees' Compensation Act, 1923?	Workers' Rights Act	Employee Benefits Act	Workplace Safety and Insurance Act	All of the above	D
176	When did the Employee's Compensation Act come into force?	1933	1946	1924	1938	C
177	What was the maximum salary limit for workers covered by the act initially?	Rs. 300 p-m.	Rs. 200 p-m	Rs. 500 p-m	Rs. 400 p-m	A
178	How many times has the Employee's Compensation Act been amended since its 'introduction in 1924?	4 times	5 times	6 times	7 times	D
179	Who is responsible for providing compensation to injured employees under this act?	The government	The insurance company	The employer	The employee	C
180	What type of industries were originally covered by the Employee's Compensation Act?	Service industries	All industries	Certain specified industries	Manufacturing industries	C
181	What year saw the first amendment to the Employee's Compensation Act?	1946	1933	1938	1924	B

Q. No.	Question	Option 1	Option 2	Option 3	Option 4	Correct Option
182	What is the purpose of the Employee's Compensation Act?	To provide protection to employees	To provide protection to both employers and employees	To provide financial assistance to injured employees	To provide protection to employers	A
183	What is the maximum amount of compensation that an employee can receive under the Employee's Compensation Act?	No maximum limit	Rs. 3 lakhs	Rs. 2 lakhs	Rs. 1 lakh	A
184	What is the time period within which a worker must file a claim for compensation under the Employee's Compensation Act?	Within 6 months	Within 30 days	Within 60 days	Within 90 days	A
185	What is the penalty for employers who fail to comply with the provisions of the Employee's Compensation Act?	A fine of up to Rs. 10,000	Both a fine and imprisonment	Imprisonment of up to one year	None of the above	B
186	What is a dependent?	Someone who has no income	An individual who lives alone	A child under 18 years of age	A person who relies on another for financial support	D
187	What is the definition of total disablement?	Temporary disablement that incapacitates an employee for all work	Disablement of permanent nature that reduces earning capacity	Disablement of temporary nature that reduces earning capacity	Permanent disablement that incapacitates an employee for all work	D
188	What does the term 'workman' refer to according to the Act?	A railway servant not permanently employed in any administrative capacity	A person employed casually	A person getting wages exceeding Rs 1000	A person getting wages not exceeding Rs 1000	D
189	What is the time period within which an employee must file a claim for Employer's Liability for Compensation?	Within 5 years of the date of the injury.	Within 2 years of the date of the injury	Within 6 months of the date of the injury	Within 1 year of the date of the injury	C