

MOCK MCQ TEST

**SUBJECT: INDUSTRIAL RELATIONS
AND LABOR LAWS (IRLL)**

PAPER CODE: MS 233

DELHI INSTITUTE OF ADVANCED STUDIES

FOR PRIVATE CIRCULATION

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- 1) _____ refers to all types of relationship between all the parties concerned with industry.
 - a) Industrial relations.
 - b) Human relations.
 - c) General relations.
 - d) All of these.

- 2) The scope of IR does not include
 - a) Employer and employee relation.
 - b) Employee and trade union relation.
 - c) Employer, employee and trade union relation.
 - d) Employee and customer relation

- 3) Dominant aspects of industrial relations are
 - a) Co-operation.
 - b) Conflict
 - c) Both (A) and(B).
 - d) None of these.

- 4) Which of the following factor affecting IR?
 - a) Institutional Factors
 - b) Economic factors
 - c) Social factors
 - d) All of these.

- 5) Which of the following is not a part of the scope of industrial relations?
 - a) Labor relations
 - b) Employer—employee relations
 - c) Group Relation
 - d) None of these

- 6) Main aspects of industrial relations are
 - a) Promotion and development of healthy manager and labor relations
 - b) Maintenance of industrial peace and avoidance of industrial dispute
 - c) Development of industrial democracy
 - d) All of these

- 7) Which of the following factors not affecting industrial relations?
 - a) Psychological factors
 - b) Political factors
 - c) Global factors
 - d) None of these

- 8) Which of the following is the approaches of industrial relation?
- Gandhian approach
 - System approach
 - Oxford approach
 - All of these
- 9) Which of the following National Level Federation was founded in 1920
- INTUC
 - AITUC
 - UTUC
 - HMS
- 10) Collective bargaining was considered as apex of IR system is concerned with
- Gandhian approach
 - Systems approach
 - Oxford approach
 - All of these
- 11) Which of the following is an objective for IR?
- To safeguard mutual trust
 - To raise productivity
 - To avoid industrial strike
 - None of these
- 12) The conflicts and dispute between employers and employees on any industrial matters are known as
- Industrial disputes
 - Human relations
 - Conflict relations
 - All of these
- 13) The utility of non violence as the means of conflict resolution is the principle of
- Gandhian approach
 - System approach
 - Both (a) and (b)
 - All of these
- 14) A _____ strives to protect maintain and improve economic, social and vocational interest of their members
- Trade union
 - Employer union
 - Both A& B
 - None of these
- 15) The objectives of trade union include
- Employee compensation
 - Working Condition
 - Recognition and participation
 - All of these

- 16) What criteria are used to assess whether a trade union is independent?
- Whether its name implies independence.
 - Its background and the way it organizes and structures itself, including its finances.
 - The size of its membership.
 - Its future plans for co-operation with the employer.
- 17) Are collective agreements legally enforceable?
- Yes, otherwise they would be worthless.
 - No, they are never legally enforceable.
 - They are presumed not to be legally enforceable unless the parties agree otherwise.
 - Only those made with trade unions.
- 18) Are employers obliged to provide information to trade union representatives for collective bargaining purposes?
- No, because it would be unfair on the employer in the negotiations.
 - No, because there might be a lot of sensitive information included which the employer might not wish to be known.
 - Yes, if it is information that the employee representatives need to carry on collective bargaining.
 - Yes, but only if the union representatives agree to keep it secret.
- 19) Can an employer refuse to employ a trade union member because the employer regards them all as troublemakers?
- Yes, an employer may take on or reject who they wish.
 - Only if they do not have any current trade union members.
 - Yes, if they have suffered from lots of industrial action from trade unions in the past.
 - No, it would be unlawful.
- 20) What is the 'golden formula'?
- A formula which describes how gold is made.
 - A formula for describing the best employers.
 - A formula which says that statutory protection in tort can only happen when the action is in contemplation or furtherance of a trade dispute.
 - A formula which says that statutory protection in tort can only happen when the action is in contemplation or furtherance of an employer's interests.
- 21) Is it legal for a trade union to call together its workers in one factory and decide on a strike based on voting by raising hands?
- No, because all ballots have to be secret.
 - Yes, because it was open, fair, and honest.
 - No, because some people will be away and not be able to vote.
 - Yes, because this is the way that it has always been done.
- 22) Under which of the following situations may a union refuse to admit a person or expel a member?
- Because they do not feel that they are a suitable member
 - Because of their financial means

- c) Because of misconduct
 - d) Because of their current state of health
- 23) Which of the following statement is true about an industrial dispute
- a) The dispute may relate to employment
 - b) The dispute may relate to non employment
 - c) The dispute may be between worker and worker
 - d) The dispute may be between employer and government
- 24) Which of the following best explains the term 'union ballots'?
- a) A ballot is the system by which union members vote for, e.g. industrial action.
 - b) A ballot is the method by which a union recruits new members
 - c) A ballot is the method by which a union expels members
 - d) A ballot is the system by which union members put forward information for listing.
- 25) What is meant by the term 'collective bargaining'?
- a) A process by which a union negotiates with suppliers for the provision of e.g. office furniture
 - b) A process by which a union meets with another union to discuss recruitment
 - c) A process by which a union recruits new members
 - d) A process by which a union negotiates with an employer on behalf of its members on matters concerning the terms and conditions of employment
- 26) Which of the following is not an 'industrial tort'?
- a) Gross misconduct
 - b) Conspiracy
 - c) Inducement
 - d) Intimidation
- 27) Which of the following can a union do once it is 'recognized'?
- a) Apply to engage in the 'closed shop'
 - b) Engage in collective bargaining with an employer
 - c) Apply to be referred to as a 'workplace union'
 - d) Apply for union status
- 28) Which of the following is not a characteristic of trade union?
- a) Voluntary association
 - b) Common goals
 - c) Intermediary
 - d) Individual actions
- 29) Which union is focused on making the skills of its members valuable and not easily replaceable in organisations?
- a) Industrial union
 - b) Occupational union
 - c) General union
 - d) White-collar union
- 30) A union meant to protect the interests and rights of the non-manual employees is called a:

- a) white-collar union
b) blue-collar union
c) brown-collar union
d) none of the above
- 31) The industrial peace is secured through voluntary_____and compulsory _____.
a) Compromise and Arbitration
b) Adjudication and Arbitration
c) Work Committee and Industrial Tribunal
d) Negotiation and Adjudication
- 32) As per the Factories Act "Adult" means a person who has completed year of age.
[Sec 2(a)]
a) Fifteenth
b) Sixteenth
c) Seventeenth
d) Eighteenth
- 33) As per Factories Act, "Child" means a person who has not completed hisYear of age. [Sec 2(c)]
a) Fourteenth
b) Fifteenth
c) Sixteenth
d) Eighteenth
- 34) As per factories act which among the following are true in respect of the_____ definition of a worker? [Sec 2(1)] "Worker" means a person employed
1 Directly or by or through any agency (including a contractor
2 With or without the knowledge of the principal employer
3 Whether for remuneration or not
4 In any manufacturing process
a) 3 and 4 only
b) 1,3 and 4 only
c) 1 and 4 only
d) 1,2,3 and4
- 35) As per Factories Act, 'Factory" means any premises in during the precincts thereof where on or more workers are working or were working on any day of the preceding 12 months, and in any part of which a manufacturing process is being carried out with the aid of power, or is ordinarily so carried on. [Sec 2(m)(i)]
a) 10
b) 20
c) 50
d) 100
- 36) Employees Provident Fund and Miscellaneous Provisions Act. 1952 is ____applied to establishments employing not less than
a) 10 employees
b) 20 employees
c) 50employees

- d) 100 employees
- 37) An employee whose salary at the time of joining does not exceed shall become member of the provident fund under the Act.
- a) Rs. 10,000
 - b) Rs. 7500
 - c) Rs. 15000
 - d) Rs. 6500
- 38) Employee share of provident fund contribution is
- a) 12%
 - b) 8.33%
 - c) 1.75%
 - d) 4.75%
- 39) An employee whose salary does not exceed is eligible or Bonus under the Payment of Bonus Act.
- a) Rs. 3500
 - b) Rs. 6500
 - c) Rs. 15000
 - d) Rs. 21000
- 40) Layoff compensation is to be paid @ __of average wages.
- a) 15 days
 - b) 50%
 - c) 60%
 - d) 75%
- 41) Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?
- a) Basic Wage
 - b) Dearness Allowance
 - c) Incentive
 - d) Gratuity
- 42) Under which labour legislation in India, the provision of check-off has been accepted?
- a) Industrial Disputes Act, 1947
 - b) Trade Unions Act, 1926
 - c) Payment of Wages Act, 1936
 - d) Industrial Employment (Standing Orders) Act
- 43) According to this Act, the maximum wage period or payment of wages to employees by employer should not exceed_____.
- a) 45 days
 - b) 15 days
 - c) 30 days
 - d) 60 days

- 44) The total amount of deductions from wages of employees should not exceed .
- 50%
 - 70%
 - 25%
 - 40%
- 45) Fine should be recovered within _____ days from the date on which fine were imposed.
- 30 days
 - 45 days
 - 60 days
 - 75 days
- 46) 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
- 47) In case of fatal accident if the commissioner serves notice to the employer based on his source
- The employer can neglect the notice.
 - If the employer thinks liable, he shall make the deposit within sixty days of the service of notice.
 - If the employer thinks liable, he shall make the deposit within thirty days of the service of notice.
 - 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.
- 48) Under Employees Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensation?
- a minor brother or an unmarried sister or a widowed sister
 - a widowed daughter-in-law
 - a minor child of a pre-deceased son
 - a minor child of a pre-deceased daughter where no parent of the child is alive
 - 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
- 49) Under Employees Compensation 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

- 50) Under Employees Compensation 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 willful 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 willful 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
- 51) International Labor Organisation is an agency of _____.
- IBRD
 - UN Security Council
 - International fund for agricultural development
 - United Nations
- 52) Headquarters of International Labour Organisation is located in _____
- Geneva
 - Rome
 - Paris
 - Tokyo
- 53) The ongoing globalisation in the country needs reforms in our labour laws. The forces oppose changes in the existing labour legislations is _____.
- Government
 - Labour and Trade Unions
 - Employers' Associations
 - Human Rights' Commission
- 54) Agency of United Nations which deals with international labour standards and providing social protection and working opportunities is _____.
- International Corporation of Law
 - International Law Organisation
 - International Workforce Recruiters
 - International Labour Organisation
- 55) Labour Policy highlights _____
- Creative measures to attract public and private investment
 - Creating new jobs
 - Employee-Employer relationship
 - All of the above
- 56) Who among the following advocated the theory of full employment?
- Beveridge
 - Keynes

- c) Adam Smith
- d) A)C. Pigou

- 57) Bonded Labour System (Abolition) Act is the result of the ratification by India of which of the following Conventions of ILO?
- a) Unemployment Convention, 1919
 - b) Forced Labour Convention, 1930
 - c) Weekly Rest (Industry Convention), 1921
 - d) Right of Association (Agriculture) Convention, 1921
- 58) Which of the following has not been implemented through any legislation at the national level?
- a) Joint Management Council
 - b) Workers' Participation in Management
 - c) Recognition of Trade Unions
 - d) None of the above
- 59) The composition of which of the following is similar to the structure of ILO?
- a) Canteen Managing Committee
 - b) Standing Labour Committee
 - c) Safety Committee
 - d) Works Committee
- 60) Which of the following is not an objective of Workers' Education Scheme in India?
- a) To make workers' responsible citizens
 - b) To make them efficient at work
 - c) To enable them to earn more
 - d) To make them responsible Union members and Officers

ANSWER KEY

1	a	11	d	21	a	31	d	41	d	51	d
2	d	12	a	22	c	32	d	42	c	52	a
3	c	13	a	23	d	33	b	43	c	53	b
4	d	14	c	24	a	34	d	44	a	54	d
5	a	15	d	25	d	35	a	45	c	55	d
6	d	16	b	26	a	36	b	46	b	56	b
7	a	17	c	27	b	37	c	47	d	57	b
8	a	18	c	28	d	38	a	48	d	58	d
9	b	19	d	29	b	39	d	49	b	59	b

10	d	20	c	30	c	40	b	50	d	60	c
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