

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) –201306

**POST GRADUATE DIPLOMA IN MANAGEMENT (2020-22)
MID TERM QUIZ EXAMINATION (TERM -VI)**

Subject Name: Industrial Relations and Labour Laws

Time: **01.00 hrs**

Sub. Code: PGH08

Max Marks: **20**

Note:

- 1. Writing anything except Roll Number on Quiz paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. There is no negative marking for wrong answer.**
- 3. Tick marks the correct answer.**

Attempt all questions. All questions are compulsory.

40×0.5 = 20 Marks

Q. 1. Industrial Relations in India has been a: (CO1, L1)

- (a) Fire-fighting function
- (b) Fire stroking function
- (c) All the above
- (d) None of these

Ans: (a)

Q. 2. The popular approaches to industrial relations are: (CO2, L2)

- (a) Unitary approach
- (b) Pluralistic approach
- (c) Marxist approach
- (d) All the above

Ans: (d)

Q. 3. In general, managers tend to see employee relations in terms of which of the following activities: (CO1, L1)

- (a) Creating and maintaining employee motivation
- (b) Obtaining commitment from the workforce
- (c) Both a & b
- (d) Neither a nor b

Ans: (c)

Q. 4. Which of the following are the major all India employer's association: (CO2, L2)

- (a) ASSOCHAM
- (b) FICCI
- (c) WHO
- (d) Only a & b

Ans: (d)

Q. 5. Government everywhere followed the laissez – faire policy till: (CO1, L1)

- (a) 18th century
- (b) 19th century
- (c) 20th century
- (d) 16th century

Ans: (d)

Q. 6. Employee associations that constitute one of the stakeholders in industrial relations are popularly known as: (CO1, L1)

- (a) Federations
- (b) Confederations
- (c) Trade Unions
- (d) None of the above

Ans: (c)

Q. 7. The major actors of industrial relations include: (CO1, L1)

- Workers and their organizations
- Employers and their organizations
- Government
- All the above

Ans: (d)

Q. 8. The structure of trade unions in India can be classified into: (CO1, L1)

- (a) 4 types
- (b) 8 types
- (c) 3 types
- (d) 5 types

Ans: (a)

Q. 9. Which all problems do trade unions face: (CO2, L2)

- (a) Small size of unions
- (b) Poor financial position
- (c) Both a & b
- (d) Neither a nor b

Ans: (c)

Q. 10. Which frame of reference views the natural state of organizations as one of harmony and cooperation? (CO1, L1)

- (a) Pluralism
- (b) Unitarism
- (c) Radical
- (d) None

Ans: (a)

Q. 11. The analogy of a 'football team' refers to which frame of reference: (CO1, L1)

- (a) Unitarism
- (b) Radical
- (c) Pluralism
- (d) None

Ans: (a) True

Q. 12. In explaining why employees join unions, what term is used to describe employee dissatisfaction with their work situation: (CO2, L2)

- (a) The rational choice explanation
- (b) The frustration – aggression thesis
- (c) Interactionist explanation
- (d) None

Ans: (c)

Q. 13. A Unionized workers have traditionally received higher wages than their non-unionized counterparts. What phrase is normally used to describe this phenomenon? (CO1, L1)

- (a) The representation gap
- (b) Union wage premium
- (c) Sword of justice effect
- (d) The shock effect

Ans: (c)

Q. 14. What is meant by the term union density? (CO1, L1)

- (a) The total number of workers who are union members.
- (b) The proportion of workers who are union members
- (c) The number of workers whose pay is set by collective bargaining
- (d) The proportion of workers who are not members of a trade union.

Ans: (c)

Q. 15. ID Act of 1947 provides for ----- form of WPM (Workers participation in Management). (CO2, L2)

- (a) Works Committee
- (b) Joint Management Councils
- (c) Workers' Representative
- (d) None of the above

Ans: (a)

Q. 16. The cardinal principle of grievance settlement is/ are: (CO1, L1)

- (a) Settlement at the lowest level
- (b) Settlement as expeditiously as possible
- (c) Settlement to the satisfaction of the aggrieved
- (d) All of the above

Ans: (d)

Q. 17. Prior permission from the appropriate Govt. to lay off, retrench or close down of an establishment is required under the Industrial Disputes Act, where there are ----- workers (CO1, L1)

- (a) 100
- (b) 1000
- (c) 50
- (d) 500

Ans: (a)

Q. 18. Forming of a Works Committee under the Industrial Disputes Act, is mandatory where the no. of employees is -----: (CO2, L2)

- (a) 1000
- (b) 100
- (c) 500
- (d) 250

Ans: (b)

Q. 19. A system of Industrial Relations where social and labour issues are discussed between trade Unions and Management at enterprise level is: (CO1, L1)

- (a) Bipartism
- (b) Tripartism
- (c) Social Dialogue
- (d) All of the above

Ans: (a)

Q. 20. The first Factories Act was enacted in: (CO1, L1)

- (a) 1881
- (b) 1895
- (c) 1897
- (d) 1885

Ans: (a)

Q. 21. Who is an adult as per Factories Act, 1948? (CO2, L2)

- (a) Who has completed 18 years of age
- (b) Who is less than 18 years
- (c) Who is more than 14 years
- (d) Who is more than 15 years

Ans: (a)

Q. 22. A person who has ultimate control over the affairs of the factory under factories Act, 1948 is called as: (CO1, L1)

- (a) Occupier
- (b) Manager
- (c) Chairman
- (d) Managing Director

Ans: (a)

Q. 23. The space for every worker employed in the Factory after the commencement of factories Act, 1948 should be ----- cubic metres. (CO1, L1)

- (a) 9.9.
- (b) 10.2
- (c) 10
- (d) 11

Ans: (c)

Q. 24. The provision for cooling water during hot weather should be made by the organization if it employs----- or more employees. (CO2, L2)

- (a) 200
- (b) 250
- (c) 300
- (d) 150

Ans: (b)

Q. 25. Who is an adolescent as per Factories Act, 1948? (CO1, L1)

- (a) Who has completed 17 years of age
- (b) Who is less than 18 years
- (c) Who has completed 15 years but less than 18 years
- (d) None of these

Ans: (c)

Q. 26. Which one of the following is not a welfare provision under Factories Act, 1948? (CO1, L1)

- (a) Canteen
- (b) Creches
- (c) First Aid
- (d) Drinking water

Ans: (d)

Q. 27. First Aid boxes is to be provided for ----- of persons. (CO2, L2)

- (a) 125
- (b) 135
- (c) 150
- (d) 160

Ans: (c)

Q. 28. Safety Officers are to be appointed if organization is engaging ---- or more employees. (CO1, L1)

- (a) 1000
- (b) 2000
- (c) 500
- (d) 750

Ans: (a)

Q. 29. Leave with wages is allowed for employees if they work for ----- days in a month. (CO2, L2)

- (a) 15
- (b) 25
- (c) 20
- (d) 28

Ans: (c)

Q. 30. Welfare officers are to be appointed if organization is engaging ---- or more employees. (CO1, L1)

- (a) 500
- (b) 250
- (c) 60
- (d) 750

Ans: (a)

Q. 31. Creche is to be provided if ---- or more lady employees are engaged. (CO2, L2)

- (a) 25
- (b) 32
- (c) 30
- (d) 40

Ans: (c)

Q. 32. The term Sabbatical is connected with: (CO1, L1)

- (a) Paid leave for study
- (b) Paternity leave
- (c) Maternity leave
- (d) Quarantine leave

Ans: (a)

Q. 33. If the factory employs more than 1000 workers, they should appoint qualified ---- to carry out the prescribed duties. (CO2, L2)

- (a) Safety Officer
- (b) Welfare Officer
- (c) Security Officer
- (d) None of these

Ans: (a)

Q. 34. ----- tries to secure for the workers employment conditions conducive to their health and safety. (CO1, L1)

- (a) Industrial Disputes Act, 1947
- (b) Factories Act, 1948
- (c) ESI Act, 1948

(d) Workmen Compensation Act, 1923

Ans: (c)

Q. 35. Which Act provides for the provision of Medical Benefit to the insured employees? (CO2, L2)

(a) Workmen Compensation Act, 1923

(b) Employees State Insurance Act, 1948

(c) Maternity Benefit Act, 1961

(d) Contract Labour (Regulation and Abolition Act), 1970

Ans: (b)

Q. 36. Contract Labour (Regulation and Abolition Act), 1970 can be classified into the category of: (CO1, L1)

(a) Social Security Laws

(b) Industrial relations Laws

(c) Welfare Laws

(d) Commercial Laws

Ans: (b)

Q. 37. Industrial Dispute Act, 1947 provides the following industrial relations machinery for resolution of conflicts: (CO2, L2)

(a) Negotiation

(b) Conciliation

(c) Meditation

(d) Arbitration

Ans: (b)

Q. 38. Which of the following statements about welfare officer is not correct? (CO1, L1)

(a) Welfare Officer is statutory

(b) The Qualifications and duties of Welfare Officer are prescribed

(c) 'Welfare Officer' is a 'Third Force'.

(d) Welfare Officer has to represent the employer in cases of industrial dispute.

Ans: (d)

Q. 39. Social security provided by a 'means test' is called: (CO2, L2)

(a) Social Insurance

(b) Mutual Insurance

(c) Social Assurance

(d) Social Assistance

Ans: (d)

Q. 40. Which one of the following is not a principle of labour legislation: (CO2, L2)

(a) Principle of protection

(b) Principle of Social justice

(c) Principle of Social Security and welfare

(d) Principle of reasonable Standard of Living

Ans: (d)

Mapping of Questions with Course Learning Outcome

Question Number	COs	Bloom's taxonomy level	Marks Allocated
Q. 1:			
Q. 2:			
Q. 3:			
Q. 4:			
Q. 5:			

Note: Font: Times New Roman, Font size: 12.