

SET	TYPE	MARKS	QUESTION	CO	PI	Bloom's Level	Accessible For	ANSWER-ONE	ANSWER-ONE-STATUS	ANSWER-TWO	ANSWER-TWO-STATUS	ANSWER-THREE	ANSWER-THREE-STATUS	ANSWER-FOUR	ANSWER-FOUR-STATUS
A	MULTIPLE-CORRECT	1	When did the Minimum Wages Act, come into force?	CO5		Understand	My Institute	April 01, 1966	Incorrect	March 15, 1948	Correct	May 01, 1960	Incorrect	April 01, 1949	Incorrect
A	MULTIPLE-CORRECT	1	Which of the following laws are subsumed by the code on wages 2019? A) The Maternity Benefit Act, 1961 B) The Minimum Wages Act, 1948 C) The Payment of Bonus Act, 1965 D) The Equal Remuneration Act,1976	CO5		Understand	My Institute	a and b only	Incorrect	b and c only	Incorrect	b, c and d only	Correct	a, c and d only	Incorrect
A	MULTIPLE-CORRECT	1	Under which of the following schemes women employee gets benefit without contribution?	CO5		Understand	My Institute	ESIC act	Incorrect	EPF act	Incorrect	Maternity Benefit Act	Correct	None of the above	Incorrect
A	MULTIPLE-CORRECT	1	Choose the correct date and year on which payment of wages act was passed?	CO5		Understand	My Institute	23rd April, 1936	Correct	28th March, 1937	Incorrect	25th April, 1937	Incorrect	27th April, 1936	Incorrect
A	MULTIPLE-CORRECT	1	In any factory or industrial establishment where less than 1000 employees are employed the wages shall be paid before the expiry of the ___ day.	CO5		Apply	My Institute	10th day	Incorrect	7th day	Correct	2nd day	Incorrect	None of the above	Incorrect
A	MULTIPLE-CORRECT	1	The Workmen's Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees State Insurance Act, 1948	CO5		Apply	My Institute	together can be applicable.	Incorrect	the maternity benefit act and the employees state insurance act can be applicable at a time.	Incorrect	the workmen's compensation act and the employees state insurance act can be applicable at a time.	Incorrect	the workmen's compensation act and the maternity benefit act are applicable, the employees state insurance act is not applicable	Correct
A	MULTIPLE-CORRECT	1	No contribution is required for getting benefit under which of the following legislations?	CO5		Understand	My Institute	maternity benefit act	Incorrect	employees' compensation act	Incorrect	both under (a) & (b)	Correct	none of the above	Incorrect
A	MULTIPLE-CORRECT	1	Under the Maternity Benefit Act, a woman employee would get a medical bonus of:	CO5		Understand	My Institute	rs. 3000	Incorrect	rs. 3500	Correct	rs. 4000	Incorrect	rs. 4500	Incorrect
A	MULTIPLE-CORRECT	1	Which of the following benefits have not been provided under the Employee's State Insurance Act, 1948?	CO5		Apply	My Institute	Sickness Benefit	Incorrect	Children's' Allowance	Correct	Unemployment Allowance	Incorrect	Disablement Benefit	Incorrect
A	MULTIPLE-CORRECT	1	Employees' share of contribution under the ESI Act is	CO5		Understand	My Institute	2%	Incorrect	8.33%	Incorrect	4.75%	Incorrect	0.75%	Correct
A	MULTIPLE-CORRECT	1	What is the wage limit for employees to be covered under the Employee State Insurance Act as per the latest amendment?	CO5		Apply	My Institute	Rs. 15,000 per month	Incorrect	Rs. 18,000 per month	Incorrect	Rs. 20,000 per month	Incorrect	Rs. 21,000 per month	Correct
A	MULTIPLE-CORRECT	1	Compensation system should be _____ and _____.	CO1		Understand	My Institute	Consistent, traditional	Incorrect	Uniform, contradictory	Incorrect	Uniform, consistent	Correct	All the above	Incorrect
A	MULTIPLE-CORRECT	1is known as 'at risk pay'	CO1		Understand	My Institute	incentives	Incorrect	variable	Correct	fair wage	Incorrect	fringe benefits	Incorrect
A	MULTIPLE-CORRECT	1	Residual Claimant Theory is a version of _____	CO1		Understand	My Institute	The Wage fund theory	correct	The wage justice theory	Incorrect	The wage measure theory	Incorrect	The expense fund theory	Incorrect
A	MULTIPLE-CORRECT	1	Surplus Value theory is the inversion of.....	CO1		Apply	My Institute	Residual Claimant theory	Correct	Residual Wage theory	Incorrect	Existence Theory	Incorrect	Subsistence theory	Incorrect

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A	MULTIPLE-CORRECT	1	The full form of ESOP is	CO1		Understand	My Institute	Employee Stock Option Plan	Correct	Employee Stock Option program	Incorrect	Employee Stock Ownership Plan	Incorrect	Employee Stock Opinion Plan	Incorrect
A	MULTIPLE-CORRECT	1	In addition to wages employees also receive certain supplementary benefits and services known as	CO1		Apply	My Institute	Compensatory Benefits	Incorrect	Fringe Benefits	Correct	Variable Benefits	Incorrect	Intangible Benefits	Incorrect
A	MULTIPLE-CORRECT	1	Identify the three components of expectancy theory	CO1		Apply	My Institute	Expectancy, effort, performance	Incorrect	Effort, Performance, Reward	Correct	Expectancy, performance, output	Incorrect	Effort, performance, output	Incorrect
A	MULTIPLE-CORRECT	1	In Vrooms expectancy theory, expectancy indicates	CO1		Understand	My Institute	"I ought to do this."	Incorrect	"I can do this."	correct	"I will do this."	Incorrect	None of the above	Incorrect
A	MULTIPLE-CORRECT	1	Subsistence theory is based on.....{	CO1		Understand	My Institute	promotion	Incorrect	Prices of market	Incorrect	Population	correct	Pay	Incorrect
A	MULTIPLE-CORRECT	1	Payment by results is also known as?	CO1		Understand	My Institute	incentives	correct	Variable pay	Incorrect	tangible benefits	Incorrect	fringe benefits	Incorrect
A	MULTIPLE-CORRECT	1	The concept of wage excludes	CO1		Apply	My Institute	Minimum Wage	Incorrect	living wage	Incorrect	fair wage	Incorrect	daily wage	correct
A	MULTIPLE-CORRECT	1	What is the residual claimant in residual claimant theory	CO1		Understand	My Institute	profit	Incorrect	capital	Incorrect	rent	Incorrect	Labor	correct
A	MULTIPLE-CORRECT	1	Which of the following is type/s of deferred pay	CO1		Apply	My Institute	Annuity	Correct	Stock Option	Incorrect	Commission	Incorrect	all of the above	correct
A	MULTIPLE-CORRECT	1	Instrumentality means	CO1		Understand	My Institute	Person's belief that effort will lead to reward	correct	Person's belief of getting a reward which is valued by him/her	Incorrect	Person's belief of getting a reward	Incorrect	Person's belief that effort will lead to performance	Incorrect
A	MULTIPLE-CORRECT	1	Rakesh and his group doing group work may be unhappy with a high incentive if they feel some members of the group didn't contribute evenly to the effort in getting that incentive. This is an example of what?	CO1		Apply	My Institute	Surplus Wage theory	Incorrect	Bargaining Theory	Incorrect	Expectancy Theory	Incorrect	Equity Theory	Correct
A	MULTIPLE-CORRECT	1	Which of the following factors is not an external influencing factor in wages and salary administration?	CO1		Apply	My Institute	Capacity of the organization to pay	Correct	Corporate policies and philosophy	Incorrect	Performance evaluation report	Incorrect	none of the above	Incorrect
A	MULTIPLE-CORRECT	1	Wage fund theory is propound by	CO1		Understand	My Institute	J.S. Mill (1723-1790)	Incorrect	David Ricardo (1772-1823)	Incorrect	Karl Marx (1818-1883)	Incorrect	Adam Smith (1723-1790)	correct
A	MULTIPLE-CORRECT	1	Which is not the objective of Compensation?	CO1		Understand	My Institute	To comply with illegal regulation	correct	To establish equity	Incorrect	To control cost	Incorrect	To improve employee efficiency	Incorrect
A	MULTIPLE-CORRECT	1	The purpose of job evaluation is to determine the relative.....of jobs within the organization	CO1		Understand	My Institute	worth	correct	pay	Incorrect	rank	Incorrect	merit	Incorrect
A	MULTIPLE-CORRECT	1is known as the iron law of wages	CO1		Understand	My Institute	Existence Theory	Incorrect	Surplus wage theory	Incorrect	Residual Claimant theory	Incorrect	Subsistence theory	correct
A	MULTIPLE-CORRECT	1	Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936	CO5		Understand	My Institute	Basic Pay	Incorrect	DA	Incorrect	Gratuity	Correct	all of the above	Incorrect
A	MULTIPLE-CORRECT	1	What is the maximum gratuity payable under the Act?	CO5		Understand	My Institute	20 Lakhs	correct	15 Lakhs	Incorrect	45 Lakhs	Incorrect	60 Lakhs	Incorrect

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A	MULTIPLE-CORRECT	1	The employer shall arrange to pay the amount of gratuity within _____ days from the date it becomes payable to the person to whom the gratuity is payable.	CO5		Understand	My Institute	30	correct	15	Incorrect	45	Incorrect	60	Incorrect
A	MULTIPLE-CORRECT	1	On which date was the bonus act implemented by the government?	CO5		Understand	My Institute	2nd September, 1980	Incorrect	2nd September, 1965	Correct	1st September, 1965	Incorrect	3rd September, 1965	Incorrect
A	MULTIPLE-CORRECT	1	Till what age of the child will a mother get 2 nursing breaks in the course of her daily work?	CO5		Understand	My Institute	12 months	Incorrect	6 months	Incorrect	18 months	Incorrect	15 months	correct
A	MULTIPLE-CORRECT	1	Parliament has passed Maternity Benefit Bill, 2016 to raise maternity leave for working women from 12 weeks to	CO5		Understand	My Institute	20 weeks	Incorrect	22 weeks	Incorrect	24 weeks	Incorrect	26 weeks	correct
A	MULTIPLE-CORRECT	1	What is the minimum number of days that a woman should have worked in an establishment before claiming the maternity benefit?	CO5		Understand	My Institute	365 days	Incorrect	120 days	Incorrect	180 days	Incorrect	80 days	correct
A	MULTIPLE-CORRECT	1	Which of the following legislations apply to unorganized sector workers in India?	CO5		Understand	My Institute	Minimum Wages Act	Incorrect	Child Labour (Prohibition and Regulation) Act, 1986	Incorrect	Contract Labour (Regulation and Abolition) Act 1970	Incorrect	All of the above	correct
A	MULTIPLE-CORRECT	1	Which of the following is not a method for fixing Minimum Wages under the Minimum Wages Act, 1948?	CO5		Understand	My Institute	Notification Method	Incorrect	Committee Method	Incorrect	Bargaining Method	correct	None of the above	Incorrect