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M2L522

Class : FYBMS - Sem-2

Regular - May 22

Date : 09/05/22

Sub. : Ind. Law

Roll No: _____ Duration: 1 Hour Jr. Supervisor Sign: _____

Q.1 Multiple Choice Question

35 Marks.

1. According to the Industrial Disputes Act, 1947, Which of the following is a machinery for settlement of industrial disputes?

- a) Industrial Tribunal
- b) Joint Management Council
- c) Indian Labour Conference
- d) Standing Labour Committees

Answer: _____

2. According to the Industrial Disputes Act, 1947, _____ means an interim or a final determination of any industrial dispute or any question relating thereto by any labour court.

- a) Conciliation
- b) Reward
- c) Award
- d) Collective Bargaining

Answer: _____

3. According to the Industrial Disputes Act, 1947, No person employed in a public utility service shall go on strike in breach of contract within _____ of giving such a notice.

- a) 14 days
- b) 6 weeks
- c) 7 days
- d) 10 weeks

Answer: _____

4. 'First come last go and last come first go' is the principle of _____, According to the Industrial Disputes Act, 1947.

- a) Lay-off
- b) Closure
- c) Retrenchment
- d) Termination

Answer: _____

5. According to Trade Union Act, 1926, A person whose age is above _____ years can become a member of a trade union

- a) 15
- b) 18
- c) 20
- d) 21

Answer: _____

6. According to Trade Union Act, 1926, _____ member's consent is required to change the name of the registered trade union?

- a) 1/4th of the total members
- b) 2/3rd of the total members
- c) 50%
- d) 3/4th of the total members

Answer: _____

7. According to Trade Union Act, 1926, Trade union means any combination formed primarily for the purpose of regulating the relations between _____

- a) Workmen and employers permanently
- b) Workmen and workmen permanently
- c) Workmen and employers, workmen and workmen, employers and employers temporary or permanently
- d) Workmen and employers, workmen and workmen, employers and employers permanently

Answer: _____

8. According to Trade Union Act, 1926, Which of the following is not a characteristic of Trade Union?

- a) Is an association of employers or the employees or of the independent workers
- b) Is relatively a permanent combination but not temporary or casual.
- c) Is an association of workers who are engaged in not securing economic benefits for their members
- d) Is influenced by a member of ideologies.

Answer: _____

9. To avoid overcrowding the space provided for each worker under the Factories Act, 1948 is

- a) 12 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948. b) 10 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948.
- c) 9.9 cubic metres for factories built before 1948 and 14.2 cubic meters for those built after 1948. d) 9.9 cubic meters for factories built before 1948 and 14.4 cubic meters for those built after 1948.

Answer: _____

10. According to Factories Act, 1948, The total working hours for an adult worker or an adolescent should not exceed _____ hrs in a day

- a) 7 b) 11
c) 12 d) 9

Answer: _____

11. According to Factories Act, 1948, No should work continuously for _____ days without having one day holiday in between

- a) 9 b) 10
c) 7 d) 13

Answer: _____

12. Which of the following authorities has the power to prescribe the form of certificate of fitness to work in a factory under the Factories Act, 1948?

- a) The owner or occupier of the factory b) The Chief Inspector of Factories of the State
c) The certifying surgeon d) The State Government

Answer: _____

13. Who is an adult as per Factories Act, 1948?

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

Answer: _____

14. According to Workmen's Compensation Act, 1923 , 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.

- a) One year. b) Two years.
c) 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. d) Three years.

Answer: _____

15. According to Workmen's Compensation Act, 1923 , 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,

- a) Employer is not liable to pay compensation b) Employer is liable to pay compensation
c) Appropriate government is liable to pay compensation d) The Trade Union is liable to pay compensation

Answer: _____

16. According to Workmen's Compensation Act, 1923 , 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

- a) 7 b) 3
c) 5 d) 2

Answer: _____

17. According to Workmen's Compensation Act, 1923 , In case of injury leading to Death of a worker, the employer must pay compensation equal to
- a) 70% of the monthly wages x Relevant Factor or Rs [1,40,000/-]; whichever is more. b) 25% of the monthly wages x Relevant Factor or Rs [1,40,000/-]; whichever is more.
- c) 50% of the monthly wages x Relevant Factor or Rs [1,40,000/-]; whichever is more. d) 85% of the monthly wages x Relevant Factor or Rs [1,40,000/-]; whichever is more.

Answer: _____

18. According to Workmen's Compensation Act, 1923 , No contribution is required for getting benefit under which of the following legislations?

- a) Maternity Benefit Act b) Employees' Provident Fund Act
c) Employee State Insurance Act d) Voluntary contribution in Trade Union Act

Answer: _____

19. The age of dependent for obtaining dependent's benefit under the Employees State Insurance Act has now been enhanced from 18 years to

- a) 25 years b) 22 years
c) 24 years d) 20 years

Answer: _____

20. The employer's share of contribution under the ESI Act is _____

- a) 8.33% b) 3.25%
c) 1.75% d) 12%

Answer: _____

21. According to the provisions of ESI Act, The Dependents' Benefit is to be paid at the rate of _____% of wage in the form of monthly payment to the dependants of a deceased Insured person in cases where death occurs due to employment injury or occupation

- a) 80% b) 50%
c) 90% d) 75%

Answer: _____

22. What is the present wage limit to be eligible to be covered under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952?

- a) 21000 b) 12000
c) 5000 d) 10000

Answer: _____

23. _____% is the contribution by the Employee under the EPF from his wages under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952

- a) 5% b) 8%
c) 10% d) 12%

Answer: _____

24. All the members of _____ are deemed to be the members of Employee Deposit Linked Insurance Scheme, 1976

- a) EPF b) EFF
c) ESI d) EDI

Answer: _____

25. The employer's contribution towards the employee provident fund scheme is _____% under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952

- a) 0.0833 b) 0.0366
c) 0.0275 d) 0.0766

Answer: _____

26. Employee Pension Scheme was applicable from _____ under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952

- a) 16-11-1990 b) 16-11-1995
c) 16-11-1985 d) 21-09-1965

Answer: _____

27. According to Payment of Wages Act 1948, What is the maximum wage period for the payment of wages to a worker?

- a) 1 month
- c) 45 days

- b) 40 days
- d) 60 days

Answer: _____

28. According to Payment of Wages Act 1948, What is the maximum limit of fine to be imposed on an employee?

- a) Should not exceed an amount equal to 3% of the wages payable
- c) Should not exceed an amount equal to 1% of the wages payable

- b) Should not exceed an amount equal to 5% of the wages payable
- d) Should not exceed an amount equal to 10% of the wages payable

Answer: _____

29. According to Payment of Wages Act 1948, If the employee is terminated or removed for the employment by the employer, the wage of that employee should be paid within _____ days from the day on which he was removed or terminated.

- a) 7 days
- c) 15 days

- b) 2 days
- d) 30 days

Answer: _____

30. Payment of Bonus Act 1965 is applicable to every factory and to every other establishment where _____ workmen are employed on any day during an accounting year

- a) 10 or more
- c) 20 or more

- b) 50 or more
- d) 30 or more

Answer: _____

31. According to Payment of Bonus Act, 1965, Maximum bonus under the payment of Bonus Act is

- a) 8.33%
- c) 20%

- b) 10%
- d) 6.33%

Answer: _____

32. According to Payment of Bonus Act, 1965, When there are no profits or the amount falls short or deficiency for payment of minimum bonus to employees, such deficiency amount should be adjusted to the current accounting year from the Set-On amount which was

- a) Set-On
- c) Set-Off

- b) Take -On
- d) Take -Off

Answer: _____

33. According to Payment of Gratuity Act, 1972, The eligibility condition for obtaining gratuity under the Payment of Gratuity Act, 1972 is completion of _____ years of service

- a) 2
- c) 4

- b) 3
- d) 5

Answer: _____

34. According to Payment of Gratuity Act, 1972, The employer should pay _____ % p.a as simple interest in case of delay in payment of gratuity

- a) 10
- c) 15

- b) 20
- d) 30

Answer: _____

35. According to Payment of Gratuity Act, 1972, The formula for calculating gratuity is _____

- a) Gratuity = (Monthly Salary/25) x 15 x No. of years of service.

- b) Gratuity = (Monthly Salary/30) x 15 x No. of years of service.

- c) Gratuity = (Monthly Salary/15) x 15 x No. of years of service.

- d) Gratuity = (Monthly Salary/26) x 15 x No. of years of service.

Answer: _____

MAL 522

Class : FYBMS - Sem 2 - Regular - Ma

Date : 09/05/22

Sub : Ind. Law

Duration: 2 hour & 45 Minutes.

Marks: 75

- Q.1 Multiple Choice Question (Separate Sheet Attached)** 35
- Q.2 Answer any 1 Question out of 3.** 10
- A. Explain various machineries for settlement of Industrial dispute under Industrial Dispute Act, 1947.
 - B. Explain the procedures for registration of trade union under Trade Union Act, 1926.
 - C. What is the rate of subscription of Trade Union members? What are the purposes for which general fund of a registered trade union can be spent?
- Q.3 Answer any 1 Question out of 3.** 10
- A. Explain the various provisions related to welfare under the Factories Act, 1948.
 - B. What is the method of calculating compensation under Workmen's Compensation Act, 1923?
 - C. What is the amount of compensation and its time and mode of payment under Workmen's Compensation Act, 1923?
- Q.4 Answer any 1 Question out of 3.** 10
- A. Explain the Dependent's benefits, Funeral benefits and Occupational diseases benefits under Workmen's Compensation Act, 1923.
 - B. Explain the object behind The Employees' Provident fund & Miscellaneous provisions Act, 1952 and also explain Employees' Deposit Linked Insurance Scheme, 1976.
 - C. Explain the various provisions of Employee Provident Fund Act, 1952
- Q.5 Answer any 1 Question out of 3.** 10
- A. Explain the various authorized and unauthorized deductions under payment of Wages Act, 1936.
 - B. Explain the time limit for payment of bonus, recovery of bonus due and the provisions for Set on and Set off of allocable surplus under the Payment of Bonus Act, 1965.
 - C. Explain the determination of gratuity amount and the provisions for nominations under the Gratuity Act, 1972.