

OBJECTIVE TYPE QUESTIONS

- The Number of Persons required for forming & registering trade Union is ?
a. 6 b. 5 **c. 7** d. 8
- Trade Unions Act was enacted in the year _____ - ?
a. 1927 b. 1925 **c. 1926** d. 1928
- Works Committee is to be constituted in an Industry which is employing _____ or more employees ?
a. 75 b. 90 **c. 100** d. 80
- The process by which a Third Party Persuades disputants to come to an amicable adjustment of claims is called ?
a. Arbitration b. Collective Bargaining **c. Conciliation.**
- An interim or Final Order pertaining to Industrial Dispute passed by Industrial Tribunal / Labour Court is called ?
a. Judgement b. Order **c. Award.**
- The temporary closing of a place of employment or the suspension of work, or refusal by an employer is called ?
a. Lay off **b. Lock-out** c. Retrenchment.
- The total number of protected workman to be in an organization is ?
a. Min. 10 Max. 120 **b. Min. 5 Max. 100** c. Min. 15 Max. 125.
- Industrial Employment (Standing Order) Act, 1946 is applicable to Organisation employing _____
a. 100 or more b. 125 or more c. 150 or more.
- The rate of Subsistence allowance paid to an employee under suspension for first 90 days is ?
a. 75% b. 60% **c. 50%**
- Contract Labour (Regulation & Abolition), Act was enacted in _____
a. 1948 b. 1946 **c. 1970** d. 1965.
- Under Contract Labour Act, In a factory, the owner or occupier of the factory is called _____
a. Manager **b. Principal Employer** c. Managing Director.

12. Payment of Gratuity Act was enacted in _____
a. 1975 **b. 1972** c. 1976
13. The Maximum Amount of Gratuity Payable under Payment of Gratuity Act is _____
a. Rs. 3,00,000 **b. Rs. 3,50,000** c. Rs. 3, 75,000
14. The Gratuity is payable to person who has rendered service of _____ years ?
a. 5 b. 3 c. 6 d. 4
15. Who is an adult as per Factories Act, 1948 ?
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
16. Who is an Adolescent as per Factories Act, 1948 ?
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.
17. A person who has ultimate control over the affairs of the factory under factories act, 1948 is called as _____
a. Occupier b. Manager c. Chairman d. Managing Director.
18. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be _____ Cubic Meters.
a. 9.9 b. 10.2 **c. 14.2** d. 13.2
19. The provision for cooling water during hot weather should be made by the organization if it employees _____ or more employees.
a. 200 **b. 250** c. 300 d. 150
20. Safety Officers are to be appointed if Organisation is engaging _____ or more employees.
a. 1000 b. 2000 c. 500 d. 750
21. Canteen is to be provided if engaging employees more than _____ persons.
a. 250 b. 230 c. 300 d. 275.
22. The Ambulance Room is to be provided if engaging employees more than _____
a. 400 b. 350 **c. 500** d. 450
23. First Aid Boxes is to be provided for _____ of persons
a. 125 b. 135 **c. 150** d. 160
24. Creche is to be provided if _____ or more lady employees are engaged.
a. 25 b. 32 **c. 30** d. 40

25. Welfare Officers are to be appointed if Organisation is engaging _____ or more employees.

- a. **500** b. 250 c. 600 d. 750

26. An adult worker can upto _____ hrs in a day as per factories Act, 1948

- a. 8 b. **9** c. 10 d. 12

27. Leave with wages is allowed for employees if they work for _____ days in a month.

- a. 15 b. 25 c. **20** d. 28

28. Chapter V of ID Act, 1947 Envisages about _____

- a. Arbitration b. Conciliation c. **Strikes and Lock-outs** d. lay-off

29. Chapter V-A of ID Act, 1947 Envisages about _____

- a. closure b. grievance redressal c. **lay-off retrenchment**

30. Which act provides for the Health, Safety and Welfare of Apprentices ?

- a. Apprenticeship Act b. **Factories Act, 1948** c. Workmen Compensation Act

31. Whether Apprentices are eligible for compensation for any Injury in the course of his/ her training under Workmen Compensation act.

- a. **Yes** b. No

32. What percentage of Employers Contribution is deposited in Employees Provident Fund ?

- a. 12% b. 8% c. **8.33%**

33. What percentage is the employers contribution under ESI Act, 1948 ?

- a. **4.75 %** b. 4% c. 5 % d. 3.5%

34. What percentage is the employees contribution under ESI Act, 1948 ?

- a. 2.75 % b. 3% c. **1.75 %** d. 3.75%

35. The employees drawing upto Rs. _____ as wages are only covered under ESI, Act, 1948 ?

- a. 6500 b. 8500 c. 10000

36. Which one of the following is not a welfare provision under Factories Act, 1948

- a. Canteen b. Creches c. First Aid d. **Drinking water.**

37. When was the Minimum Wages Act enacted

- a. 1947 b. 1946 c. **1948.**

38. What is the percentage of Maximum bonus Payable ?

- a. 25% **b. 20%** c. 22% d. 26%

39. What is the percentage of Minimum bonus Payable ?

- a. 7.33% **b. 8.33%** c. 9.33% d. 6.33%

40. Section 9-A of ID Act, 1947 Stipulates about ?

- a. Reference of Disputes **b. Notice of Change** c. Adjudication.

41. How many days notice is to be given for notice of change under ID Act, 1947

- a. 22 b. 23 **c. 21** d. 20