

## PROVISIONAL ANSWER KEY

Question 97/2024/OL

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Question1:-The Supervisor or HR specialist normally collects one or more of the following types of information via job analysis

- i. Work activities
- ii. Human behaviour
- iii. Performance standards
- iv. Job context

A:-Only (i and ii)

B:-Only (i, ii and iii)

C:-Only (i and iii)

D:-All of the above

Correct Answer:- Option-D

Question2:-Which one of the following sources is most relevant for recruiting managerial personnel ?

A:-Employment exchange

B:-Advertisement

C:-Gate hiring

D:-Trade unions

Correct Answer:- Option-B

Question3:-\_\_\_\_\_ is a group experience designed to provide maximum possible opportunity for the individuals to expose their behaviour, give and receive feedback, experiment with new behaviour and develop awareness of self and of others.

A:-Role playing

B:-Sensitivity training

C:-Case study

D:-In basket exercise

Correct Answer:- Option-B

Question4:-\_\_\_\_\_ provides a list of personnel and their background.

A:-HR Audit

B:-Human Resource Accounting

C:-Personnel Inventory

D:-Job Specification

Correct Answer:- Option-C

Question5:-\_\_\_\_\_ is concerned with gathering, classifying, processing, recording and disseminating the information required for efficient and effective management of human resource in an organization.

A:-Human Resource Audit

B:-Human Resource Development

C:-Human Resource Planning

D:-Human Resource Information System

Correct Answer:- Option-D

Question6:-Which of the following are the approaches to human resource audit ?

- i. Comparative approach
- ii. Outside authority approach
- iii. MBO approach
- iv. Statistical approach

A:-All of the above

B:-Only (i and ii)

C:-Only (i, ii and iii)

D:-Only (i and iii)

Correct Answer:- Option-A

Question7:-'Human resource management is inherent in all organizations and at all levels.' This statement implies that human resource management is \_\_\_\_\_

A:-People oriented

B:-Pervasive function

C:-Continuous process

D:-Interdisciplinary

Correct Answer:- Option-B

Question8:-Which of the following affect manpower planning ?

A:-Existing stock of manpower

B:-Wastage

C:-Future manpower requirement

D:-All of the above

Correct Answer:- Option-D

Question9:-In individual oriented Kaizen, SHITSUKE implies

A:-Personal cleanliness

B:-Straighten up

C:-Discipline

D:-Put things in order

Correct Answer:- Option-C

Question10:-Which one of the following features of a selection test is related to its accuracy as a predictor of job performance ?

A:-Validity

B:-Reliability

C:-Retesting

D:-Punctuality

Correct Answer:- Option-A

Question11:-Which of the following statements is/are correct ?

- i. Herzberg proposed two factor theory.
- ii. McClelland emphasised on power, affiliation, and achievement motives.
- iii. Vroom proposed three groups of core needs : Existence, Relatedness and Growth Model.

A:-(i) and (ii) are correct

B:-(ii) and (iii) are correct

C:-(i) and (iii) are correct

D:-None of these

Correct Answer:- Option-A

Question12:-Which of the following statements is/are correct ?

- i. According to Herzberg, there are 12 maintenance or hygiene factors.
- ii. McClelland has identified three types of basic motivating needs such as need for power, need for affiliation and need for self actualisation.

A:-(i) and (ii) are correct

B:-Only (i) is correct

C:-Only (ii) is correct

D:-(i) and (ii) are not correct

Correct Answer:- Option-D

Question13:-Which of the following needs include all needs related to physiological and safety aspects of all individual ?

A:-Existence needs

B:-Relatedness needs

C:-Growth needs

D:-None of these

Correct Answer:- Option-A

Question14:-Which of the following assumptions are correct about theory X ?

- i. The average man is by nature indolent; he works as little as possible.
- ii. He lacks ambition, dislikes responsibility and prefers to be led.
- iii. He is not inherently self-centred.

A:-(i) and (ii) are correct

B:-(ii) and (iii) are correct

C:-(i) and (iii) are correct

D:-(i), (ii) and (iii) are correct

Correct Answer:- Option-A

Question15:-In Transactional Analysis, which ego state is characterized by logical thinking , problem-solving and objective decision-making ?

A:-Parent

B:-Child

C:-Adult

D:-Manager

Correct Answer:- Option-C

Question16:-Consider the following statements :

- i. Blake and Mouton developed leadership style of managerial grid.
  - ii. Reddin conceptualised a three dimensional grid also known as 3D Management.
- Which of the following is correct ?

A:-Only (i) is correct

B:-Only (ii) is correct

C:-(i) and (ii) are correct

D:-None of these

Correct Answer:- Option-C

Question17:-Which of the following performance appraisal methods is designed to evaluate employees based on specific behaviors and performance criteria ?

A:-Self-Assessment Method

B:-Behaviorally Anchored Rating Scales (BARS)

C:-Peer Review Method

D:-None of these

Correct Answer:- Option-B

Question18:-In which type of leadership style do the group members perform all tasks, while the manager usually maintains contacts with outside persons to bring in the information and materials needed by the group ?

A:-Autocratic leadership

B:-Participative leadership

C:-Free-rein leadership

D:-All of these

Correct Answer:- Option-C

Question19:-In the implementation of Quality Circles, which of these steps is typically the most challenging ?

A:-Identifying quality-related problems

B:-Analyzing the root causes of problems

C:-Implementing the solutions

D:-Sustaining the Quality Circle Program over the long-term

Correct Answer:- Option-D

Question20:-Which of the following HR metrics is most directly linked to business performance ?

A:-Employee satisfaction scores

B:-Time-to-hire for new positions

C:-Revenue per employee

D:-Number of training hours completed

Correct Answer:- Option-C

Question21:-The Industrial Disputes Act, 1947 in India provides for worker participation through

A:-Worker-Director on the Board of Directors

B:-Joint Management Councils

C:-Work Committees

D:-All of the above

Correct Answer:- Option-D

Question22:-The Tata Iron and Steel Company (TISCO) implemented an innovative worker participation program in the 1950s. What was this program called ?

A:-Worker Welfare Committees

B:-Joint Consultation Boards

C:-Participation Councils

D:-Employee Suggestion Schemes

Correct Answer:- Option-C

Question23:-In Germany, the system of worker participation is known as "Mitbestimmung". Which of the following best describes this system ?

A:-Workers elect representatives to the company's Board of Directors

B:-Workers and management have equal representation on supervisory boards

C:-Workers are consulted on major business decisions

D:-All of the above

Correct Answer:- Option-D

Question24:-Marriott International, the global hospitality company, utilized HR analytics to address a critical business challenge. What was the specific challenge they tackled ?

A:-Improving customer satisfaction

B:-Reducing employee turnover in their hotels

C:-Enhancing employee training programs

D:-Optimizing their workforce scheduling

Correct Answer:- Option-B

Question25:-In the wake of the COVID-19 pandemic, many organizations have had to rapidly adapt to remote work. What is the primary responsibility of employers in ensuring a smooth transition to remote work ?

A:-Providing necessary technology and equipment

B:-Developing policies for work-from-home arrangements

C:-Offering training on remote collaboration tools

D:-All of the above

Correct Answer:- Option-D

Question26:-Industrial relations refer to

A:-Central Government and State Government Relations

B:-Employer, employee and Government relations

C:-Management and customer relations

D:-Government and public relations

Correct Answer:- Option-B

Question27:-Which principle of industrial relations emphasizes fair and just treatment of employees in the workplace ?

A:-Authoritarianism

B:-Equity

C:-Exploitation

D:-Discrimination

Correct Answer:- Option-B

Question28:-The main purpose of a Trade Union is

A:-Maximizing profits

B:-Representing the interests of employees

C:-Eliminating competition among workers

D:-Promoting discrimination in the workplace

Correct Answer:- Option-B

Question29:-The concept of workplace democracy in industrial relations emphasizes

A:-Authoritarian management

B:-Employee participation in decision making

C:-Strict hierarchy

D:-Union Suppression

Correct Answer:- Option-B

Question30:-Collective bargaining is a process primarily between

A:-Government and employees

B:-Employer and employee

C:-Trade Unions and employers

D:-Customers and suppliers

Correct Answer:- Option-C

Question31:-The Widow Remarriage Act of 1856 was a significance legislative measure in British India. Who among the following played a pivotal role in the passage of this Act ?

A:-Raja Ram Mohan Roy

B:-Ishwar Chandra Vidyasagar

C:-Dayananda Saraswati

D:-Jyotirao Phule

Correct Answer:- Option-B

Question32:-Which of the following social reformers was prominently associated with the advocacy of widow remarriage in 19th century Bengal ?

A:-Bal Gangadhar Tilak

B:-Swami Vivekananda

C:-Sasipada Banerjee

D:-Rabindranath Tagore

Correct Answer:- Option-C

Question33:-Who is often considered the pioneer of feminist philosophy with her book "A Vindication of the Rights of Woman" published in 1792 ?

A:-Virginia Woolf

B:-Susan B. Anthony

C:-Mary Wollstonecraft

D:-Sojourner Truth

Correct Answer:- Option-C

Question34:-Which of the following statements is correct about the origins of the second wave of feminism ?

A:-The second wave of feminism was inspired by the abolition movement

B:-The second wave of feminism emerged solely due to the Vietnam War protests

C:-The second wave of feminism was influenced by the frustrations of college-educated mothers and the civil rights movement

D:-The second wave of feminism was a continuation of the women's suffrage movement

Correct Answer:- Option-C

Question35:-**Assertion (A)** : Social workers play a crucial role in both remedial and preventive models.

**Reason (R)** : The primary goal of social work in these models is to manage crises and provide immediate solutions to problems.

A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)

B:-Both (A) and (R) are true, but (R) is not the correct explanation of (A)

C:- (A) is true, but (R) is false

D:- (A) is false, but (R) is true

Correct Answer:- Option-B

Question36:-**Assertion (A)** : Preventive social work focuses on early intervention to prevent the occurrence of social problems.

**Reason (R)** : Preventive social work is less effective than remedial social work in achieving long-term social change.

A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)

B:-Both (A) and (R) are true, but (R) is not the correct explanation of (A)

C:- (A) is true, but (R) is false

D:- (A) is false, but (R) is true

Correct Answer:- Option-C

Question37:-Which section of the Indian Constitution deals with the protection of weaker sections and vulnerable populations ?

A:-Part III

B:-Part IV

C:-Part V

D:-Part IX

Correct Answer:- Option-B

Question38:-Which of the following was a significant consequence of the New Economic Policy (1991) in India ?

A:-Increased state control over the economy

B:-Reduction in foreign direct investment

C:-Liberalization and privatization of the economy

D:-Decrease in GDP growth rate

Correct Answer:- Option-C

Question39:-Which Five-Year Plan in India aimed at achieving "Growth with Social Justice and Equity" ?

A:-First Five-Year Plan

B:-Third Five-Year Plan

C:-Fifth Five-Year Plan

D:-Seventh Five-Year Plan

Correct Answer:- Option-C

Question40:-The primary goal of the National Rural Employment Guarantee Act (NREGA) in India is to

A:-Promote urbanization



B:-Provide a minimum wage employment guarantee to rural households

C:-Subsidize agricultural inputs

D:-Offer healthcare services to urban populations

Correct Answer:- Option-B

Question41:-According to Erik Erikson, which stage of development is characterized by the challenge of "Industry vs. Inferiority" ?

A:-Infancy

B:-Early childhood

C:-School age

D:-Adolescence

Correct Answer:- Option-C

Question42:-Conflict theory primarily focuses on

A:-The conflict and equilibrium within the people of a society

B:-The power struggles and inequality between different social groups

C:-The development of disintegration and personal identity

D:-The role of family in social reorganisation

Correct Answer:- Option-B

Question43:-Solution-Focused Brief Therapy (SFBT) emphasizes

A:-Analysing past problems and failures

B:-Identifying and building on what works well for the client

C:-Creating detailed psychological profiles

D:-Long-term treatment plans

Correct Answer:- Option-B

Question44:-Which level of Bronfenbrenner's Ecological Systems Theory includes the cultural values and norms influencing an individual ?

A:-Microsystem

B:-Mesosystem

C:-Exosystem

D:-Macrosystem

Correct Answer:- Option-D

Question45:-Which of the following best describes the concept of organizational management ?

A:-The process of coordinating resources to achieve organizational goals

B:-The act of hiring and firing employees

C:-The practice of maintaining financial records

D:-The strategy of marketing products and services

Correct Answer:- Option-A

Question46:-What are the main approaches to organizational management ?

- A:-Classical, behavioral, and modern
- B:-Scientific, administrative, and bureaucratic
- C:-Human relations, systems, and contingency
- D:-All of the above

Correct Answer:- Option-D

Question47:-**Assertion (A)** : Henri Fayol's principle of 'Unity of Direction' states that there should be one head and one plan for a group of activities with the same objective.

**Reason (R)** : This principle helps in avoiding conflicts and confusion in the organization, leading to more efficient operations.

- A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)
- B:-Both (A) and (R) are true, but (R) is not the correct explanation of (A)
- C:- (A) is true, but (R) is false
- D:- (A) is false, but (R) is true

Correct Answer:- Option-A

Question48:-**Assertion (A)** : The contingency approach to management suggests that there is no one best way to manage an organization.

**Reason (R)** : Environmental factors play a crucial role in determining the most effective management style.

- A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)
- B:-Both (A) and (R) are true, but (R) is not correct explanation of (A)
- C:- (A) is true, but (R) is false
- D:- (A) is false, but (R) is true

Correct Answer:- Option-A

Question49:-**Assertion (A)** : POSDCORB, an acronym coined by Luther Gulick, encompasses all the essential functions of administration.

**Reason (R)** : The elements of POSDCORB - Planning, Organizing, Staffing, Directing, Coordinating, Reporting, and Budgeting - are sufficient to cover all aspects of modern organizational management.

- A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)
- B:-Both (A) and (R) are true, but (R) is not the correct explanation of (A)
- C:- (A) is true, but (R) is false
- D:- (A) is false, but (R) is true

Correct Answer:- Option-C

Question50:-In the context of Human Service Organizations, which of the following statements is FALSE ?

A:-They are typically characterized by goal ambiguity and difficulty in measuring outcomes

B:-They often face challenges in balancing professional autonomy with

bureaucratic control

C:-They primarily focus on maximizing profit margins through efficient service delivery

D:-They frequently deal with complex, intangible services that require professional judgment

Correct Answer:- Option-C

Question51:-**Assertion (A)** : Human service organizations are characterized by their focus on addressing human needs and improving quality of life, regardless of their profit orientation.

**Reason (R)** : Voluntary organizations, a type of human service organizations, are always non-profit entities driven primarily by altruistic motives rather than financial gain.

A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)

B:-Both (A) and (R) are true, but (R) is not correct explanation of (A)

C:- (A) is true, but (R) is false

D:- (A) is false, but (R) is true

Correct Answer:- Option-C

Question52:-In preparing a Memorandum of Association (MOA) for a non-profit company under Section 8 of the Companies Act, 2013, which of the following clauses is NOT typically included ?

A:-Name Clause

B:-Objects Clause

C:-Liability Clause

D:-Dividend Distribution Clause

Correct Answer:- Option-D

Question53:-Which of the following best describes the nature of Social Welfare Administration ?

A:-It is purely a bureaucratic process

B:-It is solely focused on financial management

C:-It is a multidisciplinary approach combining social work and public administration

D:-It is exclusively concerned with policy formulation

Correct Answer:- Option-C

Question54:-In the context of program planning in SWA, which of the following is NOT a typical component of the Logical Framework Analysis ?

A:-Inputs

B:-Outputs

C:-Stakeholder analysis

D:-Assumptions

Correct Answer:- Option-C

Question55:-Which of the following is a limitation of Cost-Benefit Analysis in social welfare programs ?

A:-It provides a clear monetary value for all outcomes

B:-It struggles to quantify intangible social benefits

C:-It is always bias-free

D:-It is easy to implement in all social contexts

Correct Answer:- Option-B

Question56:-The principle of "Client Participation" in SWA suggests that

A:-Clients should be passive recipients of services

B:-Clients should be involved in the planning and implementation of programs

C:-Clients should fund the welfare programs

D:-Clients should be excluded from decision-making processes

Correct Answer:- Option-B

Question57:-In the context of social security, which of the following best describes 'social assistance' ?

A:-Contributory schemes where benefits are tied to previous earnings

B:-Non-contributory schemes targeted at the poor and vulnerable

C:-Mandatory insurance schemes for formal sector employees

D:-Voluntary savings schemes promoted by the government

Correct Answer:- Option-B

Question58:-The Distributional Analysis in SWA primarily focuses on

A:-The equal distribution of resources among all citizens

B:-The impact of a program on different income groups or regions

C:-The distribution of administrative responsibilities

D:-The allocation of funds between different welfare schemes

Correct Answer:- Option-B

Question59:-Which of the following is NOT typically a function of the Central Social Welfare Board in India ?

A:-Implementing welfare programs for women and children

B:-Providing financial assistance to voluntary organizations

C:-Formulating monetary policy for the country

D:-Conducting research on social welfare issues

Correct Answer:- Option-C

Question60:-**Assertion (A)** : The implementation of evidence based practices in social welfare administration invariably leads to improved outcomes for service recipients.

**Reason (R)** : Bureaucratic rigidity and resource constraints in social welfare organizations often hinder the effective application of evidence-based practices,

potentially negating their intended benefits.

A:-Both (A) and (R) are true, and (R) is the correct explanation of (A)

B:-Both (A) and (R) are true, but (R) is not the correct explanation of (A)

C:- (A) is true, but (R) is false

D:- (A) is false, but (R) is true

Correct Answer:- Option-D

Question61:-What is the main objective of the International Labour Organisation (ILO) ?

A:-To regulate international trade

B:-To promote social justice and internationally recognized human and labour rights

C:-To monitor global economic policies

D:-To provide humanitarian aid during crises

Correct Answer:- Option-B

Question62:-The ILO's tripartite composition includes representatives from

A:-Governments, employers, and trade unions

B:-Governments, non-governmental organizations, and trade unions

C:-Employers, workers, and international financial institutions

D:-Governments, workers, and international courts

Correct Answer:- Option-A

Question63:-Which of the following is NOT a core ILO convention ?

A:-Convention on Freedom of Association (No. 87)

B:-Convention on Forced Labour (No. 29)

C:-Convention on Environmental Protection

D:-Convention on the Elimination of Child Labour (No. 182)

Correct Answer:- Option-C

Question64:-Which committee is responsible for monitoring the implementation of the International Covenant on Economic, Social and Cultural Rights (ICESCR) ?

A:-Committee on the Rights of the Child

B:-Committee on Economic, Social and Cultural Rights

C:-Human Rights Committee

D:-International Court of Justice

Correct Answer:- Option-B

Question65:-Under the Indian Constitution, which Article primarily deals with the right to form associations or unions ?

A:-Article 21

B:-Article 19(1)(c)

C:-Article 23

D:-Article 24

Correct Answer:- Option-B

Question66:-In the context of industrial relations law, how is "industry" defined according to the Industrial Disputes Act, 1947 ?

A:-Any activity related to trade or business

B:-Any systematic activity carried on by cooperation between an employer and workers

C:-Any activity involving manufacturing processes

D:-Any activity regulated by the government

Correct Answer:- Option-B

Question67:-What is the time period to publish the arbitration report by the appropriate government ?

A:-1 day

B:-7 days

C:-15 days

D:-30 days

Correct Answer:- Option-D

Question68:-Which of the following is NOT a stage in the dispute settlement procedure under the Industrial Disputes Act, 1947 ?

A:-Conciliation

B:-Mediation

C:-Arbitration

D:-Litigation in the Supreme Court

Correct Answer:- Option-D

Question69:-What does the term "strike" refer to in industrial relations ?

A:-The termination of employment by an employer

B:-A temporary work stoppage by workers

C:-The closing down of a business unit

D:-The transfer of an undertaking to another entity

Correct Answer:- Option-B

Question70:-Which of the following is considered an unfair labour practice under the Industrial Disputes Act, 1947 ?

A:-Forming a trade union

B:-Engaging in collective bargaining

C:-Intimidating workers to refrain from joining a union

D:-Voluntarily resolving a dispute through conciliation

Correct Answer:- Option-C

Question71:-What is required for the certification of standing orders under the Industrial Employment (Standing Orders) Act, 1946 ?

A:-Approval by the government

B:-Agreement between employer and employees

C:-Registration with a trade union

D:-Adherence to international labour standards

Correct Answer:- Option-B

Question72:-Which authority typically intervenes in the adjudication stage of industrial dispute resolution under the Industrial Disputes Act, 1947 ?

A:-Labour Court or Industrial Tribunal

B:-High Court

C:-Ministry of Labour and Employment

D:-Supreme Court

Correct Answer:- Option-A

Question73:-In the context of industrial relations, what does "retrenchment" mean as per the Industrial Disputes Act, 1947 ?

A:-Temporary layoff of workers

B:-Termination of employment by an employer for any reason other than punishment

C:-Transfer of employees to another unit

D:-Voluntary resignation by employees

Correct Answer:- Option-B

Question74:-The sanctity of trade unionism primarily supports

A:-Government control over trade unions

B:-Employer's authority to dictate terms

C:-Collective bargaining and workers' rights

D:-Individual employment contracts

Correct Answer:- Option-C

Question75:-Under the Trade Union Act, 1926, what is the minimum number of members required to apply for the registration of a trade union ?

A:-5 members

B:-7 members

C:-10 members

D:-12 members

Correct Answer:- Option-B

Question76:-Which of the following is considered "misconduct" under the Industrial Employment (Standing Orders) Rules, 1946 ?

- A:-Taking leave without prior approval
- B:-Participating in a legally sanctioned strike
- C:-Engaging in theft or fraud within the workplace
- D:-Joining a trade union

Correct Answer:- Option-C

Question77:-Which act governs the process and legality of layoffs, retrenchments, and closures in India ?

- A:-The Trade Unions Act, 1926
- B:-The Industrial Disputes Act, 1947
- C:-The Minimum Wages Act, 1948
- D:-The Employees' Compensation Act, 1923

Correct Answer:- Option-B

Question78:-As per the Payment of Wages Act, 1936, which of the following components is excluded from the definition of 'wage' ?

- i. Basic pay
- ii. Dearness allowance
- iii. The value of any house accommodation
- iv. Any gratuity payable on the termination of employment

- A:-Only (iii and iv)
- B:-Only (i and iv)
- C:-Only (ii and iii)
- D:-Only (iv)

Correct Answer:- Option-A

Question79:-Who has the authority to fix the minimum rate of wages ?

- A:-Only Central Government
- B:-State Government
- C:-Central Government
- D:-Appropriate Government

Correct Answer:- Option-D

Question80:-For what purposes may the Central Government frame a scheme called the Employees' Pension Scheme ?

- i. Superannuation Pension
- ii. Retiring Pension
- iii. Permanent Total Disablement Pension
- iv. Widowers Pension

- A:-Only (i and ii)
- B:-Only (i and iii)
- C:-All the above (i, ii, iii, iv)
- D:-Only (i and iv)



Correct Answer:- Option-C

Question81:-Who shall be responsible for payment of wages in a factory as per the Payment of Wages Act, 1936 ?

- A:-If a person has been named as the occupier of the factory
- B:-If a person has been named as the Owner of the factory
- C:-If a person has been named as the Manager of the factory
- D:-All the above

Correct Answer:- Option-C

Question82:-According to Indian labour laws what is the minimum amount of bonus to be paid in respect of an accounting year ?

- A:-5.83%
- B:-5.33%
- C:-8.55%
- D:-8.33%

Correct Answer:- Option-D

Question83:-Which of the following shall not be deemed to be a deduction from wages ?

- i. Any loss of wage resulting from suspension.
- ii. Deductions of income-tax payable by the employed person.
- iii. Deductions required to be made by order of a Court or other authority competent to make such order.
- iv. Any loss of wage resulting from the withholding of increment or promotion (including the stoppage of increment at an efficiency bar).

- A:-Only (iii and iv)
- B:-Only (i and ii)
- C:-Only (ii and iii)
- D:-Only (i and iv)

Correct Answer:- Option-D

Question84:-In furtherance of which provision of the Indian Constitution was the Equal Remuneration Act, 1976 enacted in India ?

- A:-Article 38 of Constitution of India
- B:-Article 14 of Constitution of India
- C:-Article 39 of Constitution of India
- D:-Article 21 of Constitution of India

Correct Answer:- Option-C

Question85:-Which is the appropriate forum to hear disputes that may arise between an employer and its employees regarding the bonus payable under the Payment of Bonus Act, 1965 ?

A:-Industrial Tribunal

B:-Civil Courts

C:-Works Committee

D:-Payment of Bonus Commissioner

Correct Answer:- Option-A

Question86:-In which case, the Supreme Court held that the right to life includes the right to livelihood ?

A:-*Olga Tellis and Ors v. Bombay Municipal Corporation and Ors.*

B:-*Maneka Gandhi v. Union of India*

C:-*Pt. Parmanand Katara v. Union of India and Ors.*

D:-*People's Union for Democratic Rights and Ors. v. Union of India and Ors.*

Correct Answer:- Option-A

Question87:-Which of the following statement is correct about payment of bonus ?

- i. An employee shall be disqualified from receiving bonus if he is dismissed from service for fraud.
- ii. Claim of minimum bonus is an industrial dispute.
- iii. Every employee is entitled to bonus in any accounting year if he has worked for not less than 60 working days in that year.
- iv. There is a statutory minimum bonus irrespective of profit or loss.

A:-Only (i and ii)

B:-Only (i, ii and iii)

C:-All (i, ii, iii and iv)

D:-Only (i and iv)

Correct Answer:- Option-D

Question88:-According to the Fair Wages Committee Report published by the Government of India in 1949, which of the following levels of wage is considered the higher level ?

A:-Minimum Wage

B:-Living Wage

C:-Fair Wage

D:-Equal Wage

Correct Answer:- Option-B

Question89:-The Employee's Compensation (Amendment) Act, 2017 mandates that

A:-Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under this Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee.

B:-Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under this Act, in

writing, by post, as well as through electronics means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee.

C:-Every employer shall at the time of employment or within the 3 months of employment of an employee, inform the employee of his rights to compensation under this Act, in writing as well as through electronics means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee.

D:-None of the above

Correct Answer:- Option-A

Question90:-According to the Maternity Benefit Act, a woman who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of

A:-10 weeks

B:-14 weeks

C:-3 weeks

D:-12 weeks

Correct Answer:- Option-D

Question91:-Which of the following is not among the general duties of an occupier as per the Factories Act, 1948 ?

A:-The arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances

B:-The provisions of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work

C:-The maintenance of major places of work in the factory in a condition that is safe and without risks to health and the provision and maintenance of such means of access to, and egress from, such places as are safe and without such risks

D:-The provision, maintenance or monitoring of such working environment in the factory for the workers that is safe, without risks to health and adequate as regards facilities and arrangements for their welfare at work

Correct Answer:- Option-C

Question92:-Which of the following schemes provides coverage for unorganized sector workers in the event of death or disability due to an accident ?

A:-Pradhan Mantri Surasksha Bima Yojana (PMSBY)

B:-Pradhan Mantri Jeevan Jyothi Bima Yojana (PMJJBY)

C:-Aam Aadmi Bima Yojana (AABY)

D:-Janashree Bima Yojana (JBY)

Correct Answer:- Option-C

Question93:-Which of the following is a key feature of the Employer's liability Act, 1938 ?

A:-It makes employers strictly liable for employee injuries

B:-It requires employees to contribute to their own compensation

C:-It limits the amount of compensation that can be awarded

D:-It only applies to certain industries or occupations

Correct Answer:- Option-A

Question94:-Which of the following come under the meaning of 'factory' as per the ESI Act, 1948 ?

A:-Whereon ten or more persons are employed or were employed for wages on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power or is ordinarily so carried on

B:-Whereon twenty or more persons are employed or were employed for wages on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power or is ordinarily so carried on

C:-Both (1) and (2) are correct

D:- (1) is correct but (2) is wrong

Correct Answer:- Option-C

Question95:-What type of services should secondary health care provide according to Human Resource Norms for ESIC Hospitals and Dispensaries ?

A:-Only specialist care

B:-Only operative services

C:-Comprehensive health care requirements, including medical/surgical and RCH requirements

D:-Only blood transfusion facilities

Correct Answer:- Option-C

Question96:-Which Act provides for gratuity payment to employees ?

A:-Payment of Gratuity Act, 1972

B:-Employees' Provident Funds and Miscellaneous Provisions Act, 1952

C:-Industrial Disputes Act, 1947

D:-Factories Act, 1948

Correct Answer:- Option-A

Question97:-Which of the following is the correct procedure for dispute settlement of ESI claims ?

A:-Appeal to the High Court, then to the ESI Court, and finally to the Supreme Court

B:-Appeal to the Employee's Insurance Court, then to the High Court, and finally to the Supreme Court

C:-Appeal to the ESI Court, then to the Supreme Court, and finally to the High Court

D:-Directly to the Supreme Court

Correct Answer:- Option-B

Question98:-Which of the following Acts provides for old-age pension, disability pension, and widow pension ?

A:-Employees' State Insurance Act, 1948

B:-Employees' Provident Funds and Miscellaneous Provisions Act, 1952

C:-Workmen's Compensation Act, 1923

D:-National Social Assistance Act, 2007

Correct Answer:- Option-D

Question99:-CHIAK stands for

A:-Comprehensive Health Insurance Association, Kerala

B:-Comprehensive Health Insurance Agency, Kerala

C:-Compassionate Health Insurance Agency, Kerala

D:-None of the above

Correct Answer:- Option-B

Question100:-Board of Trustees of Employee's Provident Fund consists of

- A:-(a) a Chairperson and a Vice-Chairperson to be appointed by the Central Government;  
(b) not more than five persons appointed by the Central Government from amongst its officials;  
(c) not more than fifteen persons representing Governments of such States as the Central Government may specify in this behalf; to be appointed by the Central Government;  
(d) ten persons representing employers of the establishments to which the schemes referred to in the sub-section (1) of section 15 applies, to be appointed by the Central Government after consultation with such organisations of employers as may be recognised by the Central Government in this behalf;  
(e) ten persons representing employees in the establishments to which schemes referred to in sub-section (1) of section 15 applies, who shall be appointed by the Central Government after consultation with such organisations of employees as may be recognised by that Government in this behalf; and  
(f) the Central Provident Fund Commissioner, Ex-officio

- B:-(a) a Chairperson and a Vice-Chairperson to be appointed by the Central Government;  
(b) not more than 15 persons representing Governments of such States as the Central Government may specify in this behalf, to be appointed by the Central Government;  
(c) ten persons representing employers of the establishments to which the schemes referred to in sub section (1) of section 15 applies, to be appointed by the Central Government after consultation with such organisations of employers as may be recognised by the Central Government in this behalf;  
(d) ten persons representing employees in the establishments to which schemes referred to in sub-section (1) of section 15 applies, who shall be appointed by the

Central Government after consultation with such organisations of employees as may be recognised by that Government in this behalf; and  
(e) the Central Provident Fund Commissioner, Ex-officio

C:-(a) a Chairperson and a Vice-Chairperson to be appointed by the Central Government;  
(b) not more than five persons appointed by the Central Government from amongst its officials;  
(c) not more than fifteen persons representing Government of such States as the Central Government may specify in this behalf, to be appointed by the Central Government;  
(d) ten persons representing employees in the establishments to which schemes referred to in sub-section (1) of section 15 applies, who shall be appointed by the Central Government after consultation with such organisations of employees as may be recognised by that Government in this behalf; and  
(e) the Central Provident Fund Commissioner, Ex-officio

D:-None of the above

Correct Answer:- Option-A