

Industrial Relation And labour Law

1. (1) Recruitment is influenced by the internal labour market conditions
(2) Recruitment is influenced by the external labour market conditions

Which option is correct?

- (1) Statement (1)
- (2) **Statement (2)**
- (3) Both of the above
- (4) None of the above

2. The labour laws are applicable to:-

- a) The Factories Act, 1948
- b) The Payment of Wages Act, 1936
- c) The Trade Unions Act, 1926
- d) The Bombay Industrial Relations Act, 1946

- (1) b & d
- (2) b
- (3) a
- (4) **a, b & c**

3. ILO stands for:-

- (1) International Labour Office
- (2) International Labour Order
- (3) **International Labour Organization**
- (4) International Labour Audit

4. Every Certifying Officer and appellate authority shall have all the powers of a Civil Court for the purpose of receiving evidence.

- (1) **True**
- (2) False

5. The industrial establishments covered by the Industrial Employment Act, 1946 include:-
- a) Oil-fields
 - b) Mines
 - c) Schools
 - d) Workshops
- (1) a & c
(2) **a, b & d**
(3) c
(4) c & d
6. The parliament has laid down this mandatory duty on the Certifying Officer which he must discharge in a fair and quasi-judicial manner.
- (1) **Yes**
(2) No
7. The object of retrenchment compensation is:-
- a) To give the retrenched workmen some employment
 - b) To soften the rigour of hardship
 - c) To give partial protection to the retrenched employee and his family to enable them to tide over the hard period of unemployment
 - d) To provide education to the retrenched workmen
- (1) **b & c**
(2) a & d
(3) a & b
(4) a & c
8. The Industrial Disputes Bill was introduced in the Central Legislative assembly on:-
- a) 8th October 1950
 - b) 9th March 1946
 - c) 8th October 1946
 - d) 10th May 1950
- (1) **C**
(2) a & b
(3) a & c
(4) a, b & d

9. (1) In a particular case, after setting aside the order of dismissal, whether a workman should be reinstated or paid compensation is within the judicial discretion of a Sessions Court or Tribunal
(2) In a particular case, after setting aside the order of dismissal, whether a workman should be reinstated or paid compensation is within the judicial discretion of a High Court or Tribunal
(3) In a particular case, after setting aside the order of dismissal, whether a workman should be reinstated or paid compensation is within the judicial discretion of a Labour Court or Tribunal

Which statement is correct?

- (1) Statement (1)
(2) Statement (2)
(3) **Statement (3)**
(4) All of the above

10. Some of the following are held not to be unavoidable circumstances beyond the control of the employer. They are:-

- a) Closure due to financial impossibility to carry out the business
b) Non-availability of orders for supply of goods
c) Non-cooperation from workmen
d) Disinterest of the employer in continuing business

- (1) a & d
(2) **a, b & c**
(3) c & d
(4) All of the above

11. (1) A Industrial Tribunal shall consist of one person only to be appointed by the Central Government
(2) A National Tribunal shall consist of two persons only to be appointed by the Central Government
(3) A National Tribunal shall consist of one person only to be appointed by the State Government
(4) A National Tribunal shall consist of one person only to be appointed by the Central Government

Which statement is correct?

- (1) **Statement (4)**
(2) Statement (3)
(3) Statement (1)
(4) Statement (2)

12. (1) Conciliation proceedings before a Board are similar in nature to those before a Conciliation Officer
(2) Conciliation proceedings before a Board are opposite in nature to those before a Conciliation Officer

Which statement is correct?

- (1) **Statement (1)**
(2) Statement (2)
(3) Both statements are correct
(4) Both statements are incorrect

13. A trade union after registration acquires the following characteristics:-

- a) It has perpetual succession and a common seal
b) It has no power to contract
c) It has no power to acquire and hold both the movable and immovable property
d) It can by the name under which it is registered sue or be sued

- (1) d & b
(2) a & b
(3) **a & d**
(4) c & d

14. Teachers are not workmen since the work of teaching is not skilled or unskilled manual work. Do you agree?

- (1) **Yes**
(2) No

15. The Central Government is the appropriate Government for any industry carried on by a railway company. Do you agree?

- (1) **Yes**
(2) No