SET A

BBA LLB
FOURTH SEMESTER
HUMAN RESOURCE MANAGEMENT-IV
BBLB – 402

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

Objective

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. In the case of NEI Ltd vs Kishan Bhageria (1988), what did the court primarily address regarding the definition of a "workman"?
   a. The classification of employees in managerial positions as workmen
   b. Whether employees working in supervisory roles can be classified as workmen
   c. The rights of temporary workers in terms of job security
   d. The criteria for classifying employees under the Industrial Disputes Act, 1947

2. Which of the following is a well-known central trade union organization in India?
   a. Indian Federation of Free Trade Unions (IFFTU)
   b. All India Trade Union Congress (AITUC)
   c. Bharatiya Mazdoor Sangh (BMS)
   d. All of the above

3. When a trade union must submit its audited general statement to the registrar?
   a. By 31st January
   b. By 31st December
   c. By 1st January
   d. By 15th December

4. Under the Trade Union Act, what happens if a person is convicted of an offense involving moral turpitude?
   a. They can still serve as an office bearer after five years
   b. They will be permanently disqualified from being an office bearer
   c. They are only temporarily suspended from office
   d. They must pay a fine and then can resume their role

5. What is the primary objective of the Trade Union Act, 1926?
   a. To provide a framework for the establishment of political parties
   b. To define laws related to the registration and operation of trade unions
   c. To establish labor courts
   d. To regulate employment contracts

6. Which of the following best defines the role of an employer association?
   a. To protect the rights of workers
   b. To resolve labor disputes on behalf of trade unions
   c. To promote business interests and work with governments on labor policies
   d. To ensure workers receive equal pay for equal work

7. What does the abbreviation "FICCI" stand for in the context of employer organizations in India?
   a. Federation of Indian Chambers of Commerce and Industry
   b. Federation of Indian Council of Commerce and Industry
   c. Federation of International Chambers of Commerce and Industry
   d. Forum of Indian Chambers of Commerce and Industry

8. Which of the following is a primary objective of Industrial Relations?
   a. To ensure workers' rights and improve working conditions
   b. To regulate government policies
   c. To focus solely on maximizing production
   d. To limit the growth of trade unions

9. Which of the following factors influences Industrial Relations?
   a. Social factors alone
   b. Political factors alone
   c. Economic, social, political, and technological factors
   d. Only technological factors

10. Which body in India is responsible for advising the government on national labor policies, wages, and industrial relations?
   a. Works Committees
   b. Labour Advisory Board (LAB)
   c. Joint Management Councils (JMCs)
   d. Standing Labour Committee (SLC)

11. Which of the following is a bipartite body in India designed to improve working conditions?
   a. Labour Advisory Board (LAB)
   b. National Commission on Labour (NCL)
   c. Works Committees
   d. Standing Labour Committee (SLC)

12. What was the central issue in the Steel Authority of India Ltd. v. National Union Waterfront Workers case?
   a. Whether the contract workers were entitled to be absorbed as regular employees
   b. Whether the company had the right to terminate the contract workers
   c. Whether the contract workers were entitled to a bonus
   d. Whether the company could hire new contract workers

13. Which of the following is a legal requirement for a strike under the Industrial Disputes Act, 1947?
   a. The strike must be approved by a court
   b. A notice of strike must be given to the employer at least 14 days before the strike
   c. The union must secure permission from the local government
   d. The strike can only last for 7 days

14. Arbitration is best described as-
   a. A compulsory method of resolving disputes, where a court makes a decision
   b. A voluntary method of resolving industrial disputes before involving courts or tribunals.
   c. A method where both parties decide to ignore legal channels.
   d. A legal procedure mandated by a national tribunal to resolve industrial disputes.

15. In arbitration, the decision of the arbitrator is-

a. Advisory and non-binding.
b. Binding on both parties involved.
c. Subject to further review by an industrial tribunal.
d. Optional for one party to accept.

16. What best describes the process of adjudication in industrial disputes?

a. A method where the parties involved resolve the dispute independently.
b. A process involving intervention by a third party appointed by the government with or without the consent of the parties.
c. A process where a mediator helps to resolve the dispute without legal involvement.
d. A negotiation process conducted only by the involved parties.

17. Which of the following is NOT a part of the three-tier adjudication machinery under the Industrial Disputes Act, 1947?

a. Labour Courts
b. Industrial Tribunals at the state level
c. National Tribunals at the central level
d. High Courts of each state

18. What is the main objective of collective bargaining?

a. To resolve legal disputes between workers and management.
b. To negotiate wages, working hours, and other terms of employment.
c. To increase the number of holidays for workers.
d. To establish government regulations on wages.

19. Under the Industrial Disputes Act, 1947, what is the main requirement for establishing a works committee?

a. The establishment must have at least 50 workers.
b. The establishment must have 100 or more workers.
c. The committee should consist of only workers' representatives.
d. The establishment should be a government-owned enterprise.

20. What is the main purpose of the suggestions scheme in the workplace?

a. To allow workers to suggest personal grievances.
b. To encourage workers to offer suggestions for improving the working of the enterprise.
c. To encourage workers to offer suggestions for improving the working of the enterprise.
d. To provide workers with a platform for negotiating terms of employment.

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