

Multiple Choice Questions

Elective – II Human Resource Management – IV

Employee Relations and Labour Laws

- 1) **Employees join the union to fulfill their _____ needs.**
 - a) Social
 - b) Esteem
 - c) Economic
 - d) All of the above**

- 2) **The Trade Unions Act came into operation from ____.**
 - a. 1st June, 1927**
 - b. 1st May, 1926
 - c. 1st June, 1926
 - d. None of the above

- 3) **What is the minimum number of trade union members requires in registering themselves as a union?**
 - a. 7**
 - b. 10
 - c. 5
 - d. 15

- 4) **Choose the correct objective of the Industrial Disputes Act.**
 - a. To prevent illegal strikes
 - b. To promote measures for securing and preserving good relations between the employers and the employees
 - c. To provide relief to workmen in matters of lay - offs, retrenchment, wrongful dismissals
 - d. All of the above**

- 5) **In which year did factories act come into force?**
 - a. 23rd September, 1948
 - b. 1st April, 1949**
 - c. 4th April, 1949
 - d. 12th September, 1948

- 6) **Which of the following is not an approach to industrial relations?**
 - a. Unitary approach
 - b. Pluralistic approach
 - c. Marxist approach
 - d. Employee's approach**

7) **Elton Mayo and his team believed in the positive nature of**

- a. Managers
- b. Management
- c. Employees**
- d. All of the above

8) **For the Marxists, all strikes are**

- a. Political**
- b. Social
- c. Legislative
- d. None of the above

9) **Which of the following statement is/are correct about the Maternity Benefits Act, 1961?**

- i. It is applicable in just government offices.
 - ii. It is applicable in only those offices which has more than 10 employees
 - iii. This Act entitles pregnant women employees for paid maternity leave.
- (a) Only i,iii
 - (b) Only ii,iii**
 - (c) Only ii
 - (d) Only i,ii

10) Labour Law covers _____

- a. Industrial Relations
- b. Workplace health and safety
- c. Employment Standards
- d. All of the above**

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