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## IBPS SO HUMAN RESOURCE QUIZ – 5

Directions: Study the following questions carefully and answers the questions given below:

**1. Which of the following Articles pertaining to Directive Principles of State Policy of the Constitution of India are relevant to the Factories Act 1948?**

- A. Article 42                      B. Article 43                      C. Article 43A  
D. Both A and B                      E. All of the above

**2. Which of the following is NOT dealt with in the Factories Act 1948?**

- A. Health                      B. Welfare                      C. Safety  
D. Lockouts                      E. Hazardous process

**3. What is the major objective of the Workmen's compensation Act 1923?**

- A. To pay workers in case of accidents due to employment.  
B. To ensure employers pay a minimum wage to employees.  
C. It specifies the various components of pay that employees are supposed to receive.  
D. It guarantees a minimum safety net and makes the employer responsible for the same.  
E. None of the above

**4. Which of the following is/are changes brought about in the Workmen's Compensation (Amendment) Bill, 2009?**

- A. The term 'employee' was substituted with 'workman'.  
B. It increases the requirement of the minimum number of people to be employed for the Act to apply to them.  
C. The Bill increases the compensation to employees in case of injury or death.  
D. The Bill allows the state government to revise the monthly wage from time to time.  
E. All are correct.

**5. For companies covered under the Gratuity Act, this benefit is paid when an employee completes five or more years of service with the employer.**

- A. Four                                      B. Five                                      C. Six  
D. Eight                                      E. Ten

**6. The amount of gratuity received depends on which of the following?**

- A. Last drawn basic salary      B. Tenure of service                      C. Number of promotions  
D. Last drawn salary              E. Both B and D

**7. As per the Budget 2018, the contribution by women employees to the Employee Provident Fund for the initial three years of being employed has been set at –**

- A. 6%                                      B. 8%                                      C. 10%  
D. 12%                                      E. 14%

**8. The contribution of the employer to the EPF of an employee is 12% of their basic salary. However, this 12% is further sub-divided into some parts. What is the contribution by the employer that actually goes to EPF?**

- A. 3.67%                                      B. 8.33%                                      C. 0.50%  
D. 1.10%                                      E. None of the above

**9. The Contract Labour (Regulation And Abolition) Act was enacted in the year**

- A. 1970                                      B. 1975                                      C. 1980  
D. 1985                                      E. 1990

**10. Which of the following components have been included in the definition of a Trade Union as per the Trade Union Act 1926?**

- A. It can be temporary or permanent.  
B. It is formed for regulating relations between workmen and employers.  
C. It imposes conditions on the conduct of any trade or business.

D. Both A and B

E. All of the above

**Correct answers:**

1	2	3	4	5	6	7	8	9	10
E	D	A	C	B	E	B	A	A	E

**Explanations:**

**1.**

The Factories Act, 1948 regulates the workers working in factories. It extends to whole of India and applies to every factory wherein 20 or more workers are ordinary employed.

The following Articles of the Constitution of India are relevant to the Factories Act 1948:

1. Article 42 Provisions for Just and Humane Conditions of work and maternity benefit
2. Article 43 Living wage, etc. for workers
3. Article 43-A Participation of Workers in Management and Industries

Hence, option E is correct.

**2.**

The Factories Act 1948 deals with health, safety, welfare, hazardous processes. Lockouts are tackled in the Industrial Disputes Act, 1947.

Hence, option D is correct.

**3.**

The Employee's Compensation Act, 1923 directs the employer to pay compensation to workers in case of accidents due to employment. This Act was amended in the year 2009. Another

amendment was passed in the form of The Employee's Compensation (Amendment) Bill, 2016 by the Lok Sabha but is yet to be passed by Rajya Sabha.

Hence, option A is correct.

**4.**

I. The word “workman” was replaced with “employee” so that the law is applicable to all types of employees and is gender neutral.

II. It also amends Schedule II to increase the list of persons who are included in the definition of workmen. For example, the Act only included those people who were employed in repairing or altering any article in a place with more than 20 employees. The Bill includes all persons employed in such work by omitting the requirement that the place should have 20 employees.

III. The compensation to employees in case of injury or death was a percentage of their monthly wage or a specified amount, whichever was more. The Bill increases the specified amount in case of death from Rs 80,000 to Rs 1.20 lakh. In case of permanent disablement, the amount is increased from Rs 90,000 to Rs 1.40 lakh.

IV. The Bill allows the central government to revise the monthly wage from time to time.

V. The employee shall be reimbursed for any medical expense incurred for treatment of injuries during the course of employment.

As per this, only option C is correct.

**5.**

Gratuity is a benefit received by an employee for services rendered to an organisation. For companies covered under the Gratuity Act, this benefit is paid when an employee completes five or more years of service with the employer. An employee gets gratuity when he/she resigns, retires or is laid off. In case of death or disablement there is no minimum eligibility period.

Hence, option B is correct.

**6.**

The gratuity amount depends upon the tenure of service and last drawn salary. It is calculated according to this formula: Last drawn salary (basic salary plus dearness allowance) X number of completed years of service X 15/26. According to this formula, the time period of over six months or more is considered as one year. This means if you have completed five years and seven months of service, the number of years would be considered as six years for calculation of gratuity benefit. On the other hand, if the service period is five years and five months, for gratuity calculation it will be considered five years. An employer can however give higher gratuity than the amount under the prescribed formula.

Hence, option E is correct.

**7.**

With the Union Budget 2018, the employee contribution of working women has been decreased. This was done to promote employment of women specifically in the formal sector of the country. Earlier, the contribution was 10% or 12%, which would be determined as per the organisation. After the Budget 2018, it is 8% for women for the initial 3 years of being employed. The employer contribution will continue to be 10% or 12%.

Hence, option B is correct.

**8.**

Contribution made by the employer also is 12% of the basic salary of the employee. However, this 12% is further subdivided into the following four components –

1. Employee's Provident Fund (EPF) – 3.67%
2. Employee's Pension Scheme (EPS) – 8.33%
3. Employee's Deposit Link Insurance Scheme (EDLIS) – 0.50%
4. EPF Admin Charges – 1.10%
5. EDLIS Admin Charges – 0.01%

Hence, option A is correct.

**9.**

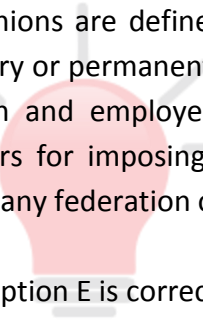
The Contract Labour (Regulation and Abolition) Act, 1970 was apparently enacted to abolish contract labour but instead increased their exploitation by offering a legal operating framework to labour contractors. Before this legislation, temporary workers and permanent workers could make claims on their employer and negotiate as members of the same union. But the CL Act, by introducing a distinction between an 'employer' and a 'principal employer', kept the door open for expansion of contractualisation.

Hence, option A is correct.

**10.**

Trade Unions are defined under Section 2(h): Trade Union means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen or between employers and employers for imposing restrictive conditions on the conduct of any trade or business and includes any federation of two or more Trade Unions.

Hence, option E is correct.



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