MCQs  305  HR – Labour Laws

Few questions are repeated for a reason

Q.1. As per Factories Act "Factory" means any premises including the precincts thereof where or more workers are working or viewer working on any day of the preceding 12 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. [Sec 2(m)]
   a) 10
   c) 50
   b) 20
   d) 100
Ans:b

Q.2. As per the Factories Act "Adult"means a person who has completed ...... year of age. [Sec 2(a)]
   a) Fifteenth
   b) Sixteenth
   c) Seventeenth
   d) Eighteenth
Ans:d

Q.3. As per Factories Act, "Child" means a person who has not completed his ....... Year of age. [Sec 2(c)]
   a) Fourteenth
   b) Fifteenth
   c) Sixteenth
   d) Eighteenth
Ans:b

Q.4 As per factories act which among the following are true in respect of the definition of a worker'? [Sec 2(1)] "Worker" means a person employed
   1) Directly or by or through any agency (including a contractor
   2) With or without the knowledge of the principal employer
   3) Whether for remuneration or not
   4) In any manufacturing process
      a) 3 and 4 only
      b) 1,3 and 4 only
      c) 1 and 4 only
      d) 1,2,3 and4
Ans:d

Q.5. As per Factories Act, 'Factory" means any premises in during the precincts thereof where on .......... or more workers are working or were working on any day of the preceding 12 months, and in any part of which a manufacturing process is being carried out with the aid of power, or is ordinarily so carried on. [Sec 2(m)(i)]
   a) 10
   b) 20
   c) 50
   d) 100
Ans:a

Q.6. As per Factories Act, a Factory does not include which among the following? [Sec 2(m)]
1) A mine subject to the operation of the Mines Ad, 1952
2) A mobile unit belonging to the Armed Forces of the Union
3) A railway running shed
4) A HOTEL, restaurant or eating place
   a) 1 and 2 only    b) 1, 2 and 3 only
   c) 1, 2, 3 and 4   d) 1, 2, 4 only
Ans: c

Q.7. As per Factories Act, "--------", of a factory means the person who has ultimate control over the affairs of the factory. [Sec 2(n)]
   a) Manager    b) Owner
   c) Director    d) Occupier
Ans: d

Q.8. The _____ of Railway Production Units have been appointed as “Occupiers” of the respective units in terms of the provisions of the Factories Ad. 1948. (MC 23)
   a) General Managers
   b) Chief Personnel Officers
   c) Chief Mechanical Engineers/ CWM
   d) Chief Security Commissioners
Ans: c

Q.9. The Factories Act imposes the following obligations upon the employer in regard to his workers. [Sec 7 A]
   a) Health    b) Safety
   c) Welfare    d) All the above.
Ans: d

Q.10. An workman employed in Carriage Works, Perambur has demanded to change the working days from six days to five days without reducing the total working hours of 47½ per week Can this be agreed to? (Chapter VI)
   a) Yes
   b) No (Not more than 9 hrs in a day)
   c) Can be negotiated
   d) All of the above.
Ans: b

Q.11. Overtime under Section 59 (1) of the Factories Act, 1948 to the staff governed by the same should be calculated on
   a) A daily basis or weekly basis, whichever is the prevalent practice
   b) A daily basis
   c) A weekly basis
   d) A daily basis or weekly basis, whichever is more favorable to the employee
Ans: d (Sec. 55)
Q.12. The provisions of Sec. 46 of the Factories Act, 1948 impose statutory obligation on the Railway Administrations to provide and maintain canteens in Railway Establishments, which are governed by the Factories Act and employ more than ________ persons.  
   a) 100  
   b) 150  
   c) 250  
   d) 500  
Ans:c

Q.13. Section 2 (a) of the act defines the term .  
   a) Adult  
   b) Adolescent  
   c) Child  
   d) Calendar year  
Ans:a

Q.14. According to the definition of "Week" under the Act, it is a period of 7 days beginning at midnight on______ .  
   a) Sunday  
   b) Monday  
   c) Saturday  
   d) Friday  
Ans:b

Q.15. As per the Act, a person who has not completed his 15th year of age is a  
   a) Adolescent  
   b) Teenager  
   c) Child  
   d) Adult  
Ans:c

Q.16. Section 2 (n) under the act defines  
   a) Publisher  
   b) Manager  
   c) Owner  
   d) Occupier  
Ans:d

Q.17. As per the act, the floor of every work room should be cleaned once every __  
   a) Day  
   b) month  
   c) week  
   d) hour  
Ans:c

Q.18. The power of inspectors is discussed under of the Factories Act, 1948.  
   a) Section 9  
   b) Section 10  
   c) Section 11  
   d) Section 12  
Ans:a

Q.19. The primary purpose of employee safety programme is to preserve the employees’  
   a) Mental health  
   b) Physical health  
   c) Emotional health  
   d) All of the above  

Q.20. The visual presentation of the ranking of work sites in a factory based on the number of accidents reported from each site is called  a) Accident Frequency Method  
b) Spot Map Method  
c) Incidence Rate  
d) Severity Rate  
Ans:b  

Q.21. Which of the following involves redesigning of equipment, machinery and material for the safe performance of the jobs?  
a) Safety engineering  
b) Safety campaigns  
c) Safety committee  
d) Safety training  
Ans:a  

Q.22. The responsibility for maintenance of employee health and safety is with  
 a) Employees  
b) Employers  
c) Government  
d) All of the above  
Ans:d  

Q.23. Ensuring the safety, health and welfare of the employees is the primary purpose of the  
a) Factories Act, 1948  
b) Payment of Wages Act, 1936  
c) Equal Remuneration Act, 1976  
d) Industrial Disputes Act, 1947  
Ans:a  

Q.24. Which of the following is not connected with employee safety and health?  
a) The Factories Act, 1948  
b) The Mines Act, 1952  
c) The Payment of Bonus Act, 1965  
d) The Dock Workers (Safety, Health And Welfare) Act, 1986  
Ans:c  

Q.25. When the people involved comprehend unlikable results from their interactions with the environment, it is specifically called  
a) time stress  
b) anticipatory stress  
c) positive stress  
d) negative stress  
Ans: b .  

Q.26. Inspections by superiors and interviews for promotion usually come under  
a) Short term response stress  
b) Long-term response stress  
c) Delayed response stress  
d) None of the above  
Ans:a
Q.27. Which of the following types of personality is comparatively less exposed to internal stress?
   a) Type A personality  b) Type B personality
c) Type C personality  d) None of the above
   Ans:b

Q.28. When the employee perceives threat in the environment even if there is no such threat existing in the environment, it is normally described as
   a) organizational stressor
   b) individual stressor
   c) extra-organizational stressor
d) None of the above
   Ans:b

Q.29. The exhaustion suffered by an individual due to continuous exposure to a stress causing situation is normally known as
   a) Entrapment
   b) Tiredness
   c) Irritability
d) burn-out
   Ans:d

Q.30. _____ is a scientific and systematic effort to modify the characteristics of an employee's job.
   a) Job redesign
   b) Time-out
   c) Mentoring
d) Employee empowerment
   Ans:a

Q.31. The first Factories Act was enacted in
   a) 1881
   b) 1895
   c) 1897
d) 1885
   Ans:a

Q.32. Who is an adult as per Factories Act, 1948?
   a) Who has completed 18 years of age
   b) Who is less than 18 years
   c) Who is more than 14 years
d) Who is more than 15 years
   Ans:a

Q.33. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as
   a) Occupier  b) Manager
c) Chairman  d) Managing Director.
   Ans:a
Q.34. The space for every worker employed in the Factory after the commencement of Factories Act, 1948 should be _____ Cubic Meters.
   a) 9.9     b) 10.2
   c) 14.2    d) 13.2
Ans: c

Q.35. The provision for cooling water during hot weather should be made by the organization if it employees or more employees. a) 200 b) 250
   c) 300 d) 150
Q.36. Who is an Adolescent as per Factories Act, 1948?
a) Who has completed 17 years of age
b) Who is less than 18 years
c) Who has completed 15 years but less than 18 years.
d) None of these
Ans:c

Q.37. Which one of the following is not a welfare provision under Factories Act, 1948?
   a) Canteen b) Crèches
c) First Aid d) Drinking water.
Ans:d

Q.38. First Aid Boxes is to be provided for _____ of persons
   a) 125 b) 135
c) 150 d) 160
Ans:c

Q.39. Safety Officers are to be appointed if Organization is engaging or more employees.
a) 1000
b) 2000
c) 500
d) 750
Ans:a

Q.40. Canteen is to be provided if engaging employees more than ___ persons.
   a) 250 b) 230
c) 300 d) 275
Ans:a

Q.41. Leave with wages is allowed for employees if they work for _____ days in a month.  a) 15
   b) 25
c) 20
d) 28
Ans:c

Q.42. Welfare Officers are to be appointed if Organisation is engaging _____ or more employees.
   a) 500 b) 250
c) 600 d) 750
Ans:a

Q.43. The Ambulance Room is to be provided if engaging employees more than _____ a) 400
   b) 350
Q.44. Crèche is to be provided if_____ or more lady employees are engaged.
   a) 25       b) 32
   c) 30       d) 40
Ans:c

Q.45. An adult worker can work up to ___ hrs in a day as per factories Act, 1948.
   a) 8       b) 9
   c) 10   d) 12
Ans:b

Q.46. Obligations of Workers under the Factories Act 1947 was discussed in section
   a) 78
   b) 101
   c) 111
   d) 99
Ans:c

Q.47. The term Sabbatical is connected with
   a) Paid leave for study
   b) Paternity leave
   c) Maternity leave
   d) Quarantine leave
Ans:a

Q.48. Section 49 of the Factories Act 1947 Says about
   a) Welfare officer
   b) Canteen
   c) Rest room
   d) Crèche
Ans:a

Q.49. Section 2 (K) of the Factories Act 1947 says about
   a) Manufacturing Process
   b) Factory
   c) Worker
   d) None of these
Ans:a

Q.50. If the factory employs more than 1000 workers, they should appoint qualified ___ to carry out the prescribed duties.
   a) Safety Officer
   b) Welfare officer
   c) Security officer
   d) None of these
Ans:a
Q.51. For contravention of provisions of Factories Act or Rules, the occupier shall liable for punishment up to
a) 2 years or fine up to Rs.1,00,000 or both
b) 6 months or fine up to 10,000 or both
c) 3 three years or fine 10, 000 or both
d) None of these
Ans:a

Q.52. Manager of every factory should sent a annual report to the Inspectorate of factories containing details like numbers of workers employed, leave with wages, safety officers, ambulance room, canteen, shelter, accidents in form no ______ on or before 31st January
a) Form No : 22
b) Form No: 21
c) Form No: 25 A
d) Form No: 25 B
Ans:a

Q.53. If any employee found violating the section 20 of Factories Act 1947 shall be fine up to
a) Rs.10
b) Rs.5
c) Rs.15
d) Rs.20
Ans:b

Q.54. Section 41- G of the Factories Act 1948 says about
a) Fencing of machineries
b) Facing of machineries
c) Work on near machinery in motion
d) Workers participation in safety mgt.
Ans:d

Q.55. Who is responsible for payment to a person employed by him in a Factory under the Payment of wages Act 1936
a) Accounts Manager b) HR manager
c) Manager d) Owner
Ans:c

Q.56. The applicant / occupier who propose to start the factory should submit the
a) Form No-1 b) Form No-.2
c) Form No- 2A d) Form No.1 A
Ans:b
Q.57. The license fee can be paid to get a license for a factory maximum up to ...
   a) One Year only       b) Two Years only
   c) Three Years only    d) Five years only.
Ans:d

Q.58. The renewal application for a license submitted after December 31st of the every year
shall paid the fine amount.  a) 10 % of the license fee
   b) 20% of the license fee
   c) 30 % of the license fee
   d) None of these.
Ans:b

Q.59. The Section 20 of the Factories act discusses about
   a) Drinking Water       b) Lighting
   c) Spittoons           d) Latrines and Urinals
Ans:c

Q.60. The employment of young person on dangerous machines shall be prohibited the section ------- of Factories Act.1947.
   a) Section 21
   b) Section 22
   c) Section 23
   d) Section 24
Ans:c

Q.61. A suitable goggles shall be provided for the protection of persons employed in any
   factory is discussed in the section
   a) Section-36          b) Section-39
   c) Section-40          d) Section -35
Ans:d

Q.62. A half yearly return for every half of every calendar year, in duplicate in Form ______so as to reach the inspector of factories on or before _______of the year
   a) Form NO-20, 31st July
   b) Form No 21, 31st July
   c) Form No. 25, 31st July
   d) Form No. 24, 31st June
Ans:b

Q.63. An accident report, shall be confirmed by the manager by sending a separate report in
   form no ---------- with details of number of person killed or injured to i) Inspector of Factories
   within ---------- hours of the accident.  a) Form NO.18, 12 Hours
   b) Form No. 18.A, 12 Hours
   c) Form NO.18, 24 Hours
   d) Form No 18 A , 24 Hours
Ans:a
Q.64. The particulars of the accident should be entered in separate registers kept as- Accident Book- Form No for ESI office.
   a) Form No -14,  b) Form No -15
   c) From .No-21    d) From No- 20
Ans:b

Q.65. Section-------- of the Factories Act describes about the rights of the workers
   a) 111     b) 111 A
   c) 110      d) 112
Q.66. The occupier shall be punishable with imprisonment extend to ________ months or fine _____ or both for using false certificate of fitness.
   a) two months, 1000 rupees
   b) one year, 2000 rupees
   c) Six months, 1000 rupees
   d) one month, 5000 rupees
   Ans:a

Q.67. The occupier fails to take remedial actions against apprehension of imminent danger to lives or health of the workers (41 H), shall liable for punishment which may extend to an imprisonment, up to 7 years, fine up to Rupees 2 lacs or both.
   a) 5 Years, Rs25,000
   b) 2 Years, Rs.1,00,000
   c) 7 Years, Rs. 2,00,000
   d) 10 Years, Rs. 1,00,000
   Ans:b

Q.68. In case of miscarriage, a woman worker shall be allowed weeks leave with wages
   a) 12
   b) 6
   c) 4
   d) 24
   Ans:b

Q.69. Under the Payment of wages Act. 1936 payment of wages of establishments employing not more than 1000 employees shall be paid within of the wage month.
   a) 10" day
   b) 7" day
   c) 2" day
   d) 15" day
   Ans:b

Q.70. Under the Payment of wages Act, payment of wages of establishments employing not less than 1000 employees shall be paid within of the wage month
   a) 7" day       b) 15" day
   c) 2day        d) 10" day
   Ans:d
Q.71. An employee is eligible to get bonus under the Payment of Bonus Act. 1965 if he had worked for not less than days in the preceding year
   a) 30    b) 240
   c) 160    d) 190
Ans:a

Q.72. An employee whose salary does not exceed is eligible or Bonus under the Payment of Bonus Act.
   a) Rs 3500
   b) Rs 2500
   c) Rs 6500
d) Rs 10000
Ans:d

Q.73. The employer’s share of contribution under the ESI Act is
   a) 12%    b) 8.33%
   c) 1.75%   d) 4.75%
Ans:d

Q.74. The employee’s share of contribution under the ESI Act is
   a) 12%    b) 8.33%
   c) 1.75%   d) 4.75%
Ans:c

Q.75. Employees Provident Fund and Miscellaneous Provisions Act. 1952 is applied to
   establishments employing not less than
   a) 10 employees   b) 20 employees
   c) 50 employees   d) 100 employees
Ans:b

Q.76. An employee whose salary at the time of joining does not exceed shall become a
   member of the provident fund under the Act.
   a) Rs 10,000    b) Rs 7500
   c) Rs 6500      d) Rs 5000
Ans:c

Q.77. Employee share of provident fund contribution is
   a) 12%
   b) 8.33%
   c) 1.75%
   d) 4.75%
Ans:a

Q.78. Employer’s share of contribution to the provident fund is .
   a) 8.33%    b) 12%
   c) 3.67%    d) 4.75%
Ans:c

Q.79. Employer’s contribution to Employees’ Deposit linked Insurance is .
   a) 3.67%    b) 1.1%
   c) 0.5%     d) 0.05%
Ans:c

Q.80. Layoff compensation is to be paid @ _______ of average wages.
   a) 15 days    b) 50%
   c) 60%       d) 75%
Ans:b
Q.81. _____absolves the employer’s liability under the Maternity Benefit Act and Workmen’s Compensation Act
a) Employees Provident fund Act
b) Industrial Employment (Standing Order) Act
c) Employees State Insurance Act
d) Industrial Disputes Act
Ans:c

Q.82. The employee welfare facilities available outside the organization are called
a) Intra-mural facilities b) Extra-mural facilities
c) Extravagance d) None of the above
Ans:b

Q.83. The employee welfare facilities available inside the organization are called
a) Intra-mural facilities b) Extra-mural facilities
c) Extravagance d) None of the above
Ans:a

Q.84. Who among the following has the responsibility for employee welfare?
 a) Employers b) Central government
c) State government d) All of the above
Ans:d

Q.85. In the absence of statutory requirements, the employers may not provide even the basic facilities to the employees. This is the basic assumption of the .
 a) Religious theory b) Policing theory
c) Appeasement theory d) Benevolence theory
Ans:b

Q.86. According to which theory, employee welfare is an investment which would multiply and return to the employers in some other forms?
 a) Religious theory b) Policing theory
c) Appeasement theory d) Benevolence theory
Ans:a

Q.87. An inclination to do something good for others can influence the employers to undertake welfare facilities. This is the assumption of the .
 a) Religious theory b) Policing theory
c) Appeasement theory d) Benevolence theory
Ans:b

Q.88. Making peace with employees by fulfilling all their needs without any resistance is the essence of the
 a) Religious theory b) Policing theory

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c) Appeasement theory          d) Benevolence theory
Ans:c

Q.89. Which of the following benefits is covered under social security schemes?
  a) Retirement benefit          b) Compensation facilities
  c) Medical facilities          d) All of the above
Ans:d

Q.90. In which year was the Employees' State Insurance Act enacted?
  a) 1948                      b) 1976
  c) 1923                      d) 1961
Ans:a

Q.91. The primary purpose of employee safety programme is to preserve the employees' ....
  a) Mental health              b) Physical health
  c) Emotional health           d) All of the above
Ans:d

Q.92. The visual presentation of the ranking of work sites in a factory based on the number
  of accidents reported from each site is called_____
  a) Accident Frequency Method  b) Spot Map Method
  c) Incidence Rate             d) Severity Rate
Ans:b

Q.93. Which of the following involves redesigning material for the safe performance of the jobs?
  a) Safety engineering         b) Safety campaigns
  c) Safety committee of equipment, machinery and
  d) Safety training            Ans:a

Q.94. The responsibility for maintenance of employee health and safety is with ....
  a) Employees                  b) Employers
  c) 'Government               d) All of the above   Ans:d
Q.95. Ensuring the safety, health and welfare of the employees is the primary purpose of the
a) Factories Act, 1948
b) Payment of Wages Act, 1936
c) Equal Remuneration Act, 1976
d) Industrial Disputes Act, 1947
Ans:a

Q.96. Which of the following is not connected with employee safety and health?
a) The Factories Act, 1948
b) The Mines Act, 1952
c) The Payment of Bonus Act, 1965
Q.97. When the people involved in the process comprehend unlikable results from their interactions with the environment, it is specifically called
   a) time stress    b) anticipatory stress
   c) positive stress  d) negative stress
Ans:b

Q.98. Inspections by superiors and interviews for promotion usually come under
   a) Short-term response stress
   b) Long-term response stress
   c) Delayed response stress
   d) None of the above
Ans:a

Q.99. Section 2 (n) under the act defines
   a) Publisher
   b) Manager
   c) Owner
   d) Occupier
Ans:d

Q.100. "Welfare" is not part of the Factories Act, 1948.
   a) True    b) False
Ans:b

Q.101. The District Magistrate cannot become an Inspector as per the Act.
   a) True    b) False
Ans:b

Q.102. As per the act, the floor of every work room should be cleaned once every .
   a) Day    b) Month
   c) Week    d) Hour
Ans:c

Q.103. The power of inspectors is discussed under ... of the Factories Act, 1948.
   a) Section 9    b) Section 10
   c) Section 11    d) Section 12
Ans:a

Q.104. Under Minimum Wages Act an Adult means a Person who has completed a certain age
   a) Eighteen years
   b) Fifteen years
   c) Sixteen years
   d) The Dock Workers (Safety, Health And Welfare) Act, 1986
Ans:c
Q.105. The Employees State Insurance Act was passed in the year:
   a) 1923  b) 1948  
   c) 1956  d) 1947
   Ans:b

Q.106. The labour or industrial problems increased when major industries came into 
existence followed by technology of mass production in the early:
   a) 18th century  b) 19th century  
   c) 21st century  d) 20th century
   Ans:d

Q.107. The Code of Discipline reiterated the faith of the parties in voluntary 
arbitration.
   a) 1923  b) 1942  
   c) 1958  d) 1947
   Ans:c

Q.108. The first Factories Act was enacted in
   a) 1881  b) 1895  
   c) 1897  d) 1885
   Ans:a

Q.109. Who is an adult as per Factories Act, 1948?
   a) Who has completed 18 years of  b) who is less than 18 years age?
   c) Who is more than 14 years  d) who is more than 15 years
   Ans:a

Q.110. A person who has ultimate control over the affairs of the factory under Factories Act, 
1948 is called as ___  a) Occupier  
      b) Manager  
      c) Chairman  
      d) Managing Director.
   Ans:a

Q.111. The space for every worker employed In the factory after the commencement of 
factories act, 1948 should be___________"Cubic Meters.
   a) 9.9  b) 10.2  
   c) 14.2  d) 13.2
   Ans:c
Q.112. The provision for cooling water during hot weather should be made by the organization if it employees _______or more employees.
   a) 200    b) 250
   c) 300    d) 150
   Ans:b

Q.113. Who is an Adolescent as per Factories Act? 1948?
   a) Who has completed 17 years
   b) Who is less than 18 years of age
   c) Who has completed 15 years but less than 18 years.
   d) None of these
   Ans:c

Q.114. Which one of the following is not a welfare provision under Factories Act 1948.
   a) Canteen       b) Crèches
   c) First Aid     d) Drinking water.
   Ans:d

Q.115. First Aid Boxes is to be provided for of persons
   a) 125    b) 135
   c) 150    d) 160
   Ans:c

Q.116. Safety Officers are to be appointed if Organization is engaging fig or more employees.
   a) 1000   b) 2000
   c) 500    d) 750
   Ans:a

Q.117. Canteen is to be provided if engaging employees more than persons.
   a) 250    b) 230
   c) 300    d) 275
   Ans:a

Q.118. Leave with wages is allowed for employees if they work for days in a month.
   a) 15    b) 25
   c) 20    d) 28
   Ans:c
Q.119. Welfare Officers are to be appointed if Organization is engaging ___ or more employees.
   a) 500       b) 250
   c) 600       d) 750
Ans:a

Q.120. The Ambulance Room is to be provided if engaging employees more than
   a) 400       b) 350
   c) 500       d) 450
Ans: c
Q.121. Creche is to be provided if----or more lady employees are engaged.
   a) 25     b) 32
   c) 30     d) 40
Ans:c

Q.122. An adult worker can up to hrs in a day as per factories Act. 1948
   a) 8     b) 9
   c) 10     d) 12
Ans:b

Q.123. Obligations of Workers under the Factories Act 1947 was discussed in section
   a) 78     b) 101
   c) 111     d) 99
Ans:c

Q.124. The term Sabbatical is connected with
   a) Paid leave for study
   b) Paternity leave
   c) Maternity leave
   d) Quarantine leave
Ans:a

Q.125. Section 49 of the Factories Act 1947 Says about
   a) Welfare officer     b) Canteen
   c) Rest room     d) Crèche
Ans:a

Q.126. Section 2 (K) of the Factories Act 1947 says about
   a) Manufacturing Process     b) Factory
   c) Worker     d) None of these
Ans:a

Q.127. If the factory employs more than 1000 workers, they should appoint qualified ______ to carry out the prescribed duties
   a) Safety Officer
   b) Welfare officer
   c) Security officer
   d) None of these
Ans:a

Q.128. For contravention of provisions of Factories Act or Rules, the occupier shall liable for punishment up to
   a) 2 years or fine up to Rs. 1.00,000 or both
   b) 6 months or fine up to 10,000 or both
   c) 3 years or fine 10,000 or both
   d) None of these
Ans:a
Q.129. Manager of every factory should send an annual report to the Inspectorate of factories containing details like numbers of workers employed, leave with wages, safety officers, ambulance room, canteen, shelter, accidents in form no ____ on or before 31st January
a) Form No: 22
b) Form No: 21
c) Form No: 25 A
d) Form No: 25 B
Ans: a

Q.130. If any employee found violating the section 20 of Factories Act 1947 shall be fined up to
a) Rs. 10
b) Rs. 5
c) Rs. 15
d) Rs. 20
Ans: b

Q.131. Section 41-G of the Factories Act 1948 says about
a) Fencing of machineries  
b) Facing of machineries  
c) Work on near machinery in motion  
d) Workers participation in safety management
Ans: d

Q.132. Who is responsible for payment to a person employed by him in a factory under the Payment of wages Act 1936
a) Accounts Manager  
b) HR Manager  
c) Manager  
d) Owner
Ans: d

Q.133. The applicant occupier who propose to start the factory should submit the
a) Form No-1  
b) Form No-2  
c) Form No- 2A  
d) Form No. 1 A
Ans: b

Q.134. The license fee can be paid to get a license for a factory maximum up to
a) One Year only  
b) Two Years only  
c) Three Years only  
d) Five years only.
Ans: d
Q.135. The occupier has to submit the document on or before _______ of every year to renewal of a license for a factory.  
   a) 31st March of every year  
   b) 31st December of every year  
   c) 31st October of every year  
   d) 31st April of every year  
   Ans:c

Q.136. The renewal application for a license submitted after December 31st of the every year shall paid the fine amount.  
   a) 10% of the license fee
Q.137. The Section 20 of the Factories act discusses about
   a) Drinking Water       b) Lighting
   c) Spittoons           d) Latrines and Urinals
   Ans:c

Q.138. The employment of young person on dangerous machines shall be prohibited
   the section _______ of Factories Act. 1947.
   a) Section 21
   b) Section 22
   c) Section 23
   d) Section 24
   Ans:c

Q.139. A suitable goggles shall be provided for the protection of persons employed in an
   factory is discussed in the section ______
   a) Section-36
   b) Section-39
   c) Section-40
   d) Section -35
   Ans:d

Q.140. A half yearly return for every half of every calendar year, in duplicate in Form _____ so
   as to reach the inspector of factories on or before ________ of the year
   a) Form NO-20. 31st July       b) Form No 21. 31st July
   c) Form No. 25. 31st July      d) Form No. 24. 31st June
   Ans:b

Q.141. An accident report, shall be continued by the manager by sending a separate report in
   form no, ______ with details of number of person killed or injured to i) Inspector of Factories
   within _______ hours of the accident.
   a) Form NO.18. 12 Hours       b) Form NO. 18.A. 12 Hours
   c) Form NO. 18.24 Hours       d) Form N018 A. 24 Hours
   Ans:a
Q.142. The particulars or the accident should be entered in separate registers kept as-
Accident Book- Form No of ESI office: a) Form No. 12
b) Form No. 14
c) Form No. 15
d) Form No. 18
Ans:c

Q.143. Section ________ of the Factories Act describes about the rights of the workers
   a) 111       b) 111A
   c) 110       d) 112
Ans:b

Q.144. The occupier shall be punishable with imprisonment extend to ________ months or
   fine ________ or both for using false certificate of fitness.
   a) Two months. 1000 rupees   b) One year. 2000 rupees
   c) Six months. 1000 rupees   d) One month. 5000 rupees
Ans:a

Q.145. The occupier fails to take remedial actions against apprehension of imminent danger
   to lives or health of the workers (41 H). shall liable for punishment which may extend to an
   imprisonment, up to 7 years. fine up to Rupees 2 lacs or both.
Q.145. Where ________ or more workers are employed in a factory, then there shall be a Safety Committee in the factory.
   a) 100 or more workers
   b) 150 or more workers
   c) 200 or more workers
   d) 250 or more workers
Ans:d

Q.146. Section 41 G of the Factories Act Discuss about the Workers Participation in Management.
   a) Section 40
   b) Section 41 H
   c) Section 41 G
   d) Section 41 F
Ans:c

Q.147. Section 19 of Factories Act discusses about the ________
   a) Drinking Water
   b) Lighting
   c) Latrines and Urinals
   d) Artificial humidification
Ans:c

Q.148. Section ______ of the Factories Act discusses about the nomination of the manager of a factory.
   a) Section 7 (e)
   b) Section 7 (f)
   c) Section 7 (g)
   d) Section 7 (d)
Ans:b

Q.149. A general manager of a company can be appointed as an occupier of a company.
   a) True
   b) False
Q.151. Section _________ of the Factories Act says about the definition for a factory.
   a) Section 2(k)   b) Section 2 (l)  
   c) Section 2( m)   d) Section 2 (n)  
   Ans:c

Q.152. The occupier shall liable for punishment imprisonment for term of ___________ or tine ___________ or both for failure to comply with the provisions of Factories Act.   
   a) 2 years, fine Rs. One Lakh.   b) One Year, fine Rs. 10.000  
   c) Six months, fine Rs. 50.000   d) One year, fine 1. 00.000  
   Ans:a

Q.153. Under the Section 41 .A. of the Factories Act. The Site Appraisal C ommittee shall be constituted once in _________ year under the chairmanship of Chief Inspector of Factories.   
   a) Once in 5 Year  
   b) Once in 2 Year  
   c) Once in 3 Year  
   d) Once in a Year.  
   Ans:a

Q.154. 40 B. of the Factories Act discusses about the appointment of _________  
   a) Welfare Officer   b) Manager  
   c) Safety Officer   d) None of these.  
   Ans:c

Q.155. The occupier shall liable for punishment imprisonment for term of ___________ or tine ___________ or both for failure to comply with the provisions of Factories Act.   
   a) 2 years, fine Rs. One Lakh.   b) One Year, fine Rs. 10.000  
   c) Six months, fine Rs. 50.000   d) One year, fine 1. 00.000  
   Ans:a

Q.156. To close down a factory. the occupier has to give _________ days notice to the authorities   
   a) 30 Days  
   b) 60 Days  
   c) 90 Days  
   d) 14 Days  
   Ans:b
Q.157. If an employee alleges that, he was working for the employer and the employer denies it. Who has to prove this fact?
a) Employer  
b) Employee  
c) Authority  
d) Employer and Authority.  
Ans:b

Q.158. The annual return under the Factories Act shall be submitted to Inspector of Factories on or before _________
a) 31" January 
b) 31" December 
c) 30" April 
d) 31" March  
Ans:a

Q.159. The license fee for the factory employs 500 workers using 250 Horse Power is Rs______
a) Rs.12,000  
b) Rs.18,000  
c) Rs.24,000  
d) Rs.30,000  
Ans:c

Q.160. The examination of eye sight of certain workers under the factories Act shall be done at least once in every ________ months
a) 6 months  
b) 12 months  
c) 18 months  
d) 24 months  
Ans:d

Q.161. The number of elected workers in the canteen managing committee shall not be more than - ---- or less than ------- -  
a) More than 5 or less than 2 
b) More than 20 or less than 10  
c) More than 15 or less than 10  
d) More than 10 or less than 5  
Ans:a
Q.162. The term of office of the canteen committee is _______years
   a) one year          b) two years
   c) three years       d) Four years
Ans:b

Q.163. The occupier of every factory employing-------- or more workers shall plant and maintain trees within the premises of the factory.
   a) 500 workers       b) 250 Workers
   c) 200 Workers       d) 100 Workers
Ans:d
Q.164. By an Amendment Act of 1987 in Factories Ad 1947, who is to be appointed as an occupier?
   a) Manager
   b) General Manager
   c) Human Resource Manager
   d) Board of Directors
   Ans:d

Q.165. If the factory employs more than 1000 workers, they should appoint qualified ________to carry out the prescribed duties
   a) Safety Officer
   b) Welfare officer
   c) Security officer
   d) None of these
   Ans:a

Q.166. Obligations of Workers under the Factories Act 1947 was discussed in section--
   a) 78
   b) 101
   c) 111
   d) 99
   Ans:c

Q.167. The term Sabbatical is connected with
   a) Paid leave for study
   b) Paternity leave
   c) Maternity leave
   d) Quarantine leave
   Ans:a

Q.168. Section 49 of the Factories Act 1947 Says about
   a) Welfare officer
   b) Canteen
   c) Rest room
   d) Crèche
   Ans:a

Q.170. Section 2 (K) of the Factories Act 1947 says about
   a) Manufacturing Process
   b) Factory
   c) Worker
   d) None of these
   Ans:a

Q.171. The Factories employees_________ or more workers the rest room and lunch room shall be provided under the Act.
   a) 100 Workers
   b) 150 Workers
   c) 200 Workers
   d) 250 Workers
   Ans:b

Q.172. Crèche is mandatory under the Factories Act where workers are employed
   a) 30
b) 100  
c) 30 women  
d) 250  
Ans:c

Q.173. A canteen for use of workers providing subsidized food is statutory under the Factories Act where workers are employed.
   a) 250  
b) 1000  
c) 100  
d) 150  
Ans:a

Q.174. Under Factories Act, appointment of a Safety Officer is mandatory where the no. of employees exceeds_
   a) 1000  
b) 500  
c) 100  
d) 50  
Ans:a

Q.175. The statutory minimum bonus is_
   a) 8.33%  
b) 10%  
c) 24%  
d) 20%  
Ans:d

Q.176. Under the Factories Act no worker is permitted to work for more than ___ hours in a day
   a) 8  
b) 9  
c) 10  
d) 24  
Ans:b

Q.178. Under the Factories Act, white washing of the factory building should be carried out in every months  a) 12
   b) 24  
c) 26  
d) 14  
Ans:d
Q.179. Repainting or re varnishing under the Factories Act is required to be carried out in every years
a) 5  
b) 10  
c) 3  
d) 1  
Ans:a

Q.180. An employee whose salary does not exceed _______is eligible for Bonus under the Payment of Bonus Act. a) Rs 3500
b) Rs 2500  
c) Rs 6500  
d) Rs 10000  
Ans:a

Q.181. Employees Provident Fund and Miscellaneous Provisions Act, 1952 is applied to establishments employing not less than _
   a) 10 employees  
   b) 20 employees  
   c) 50 employees  
   d) 100 employees  
Ans:b

Q.182. Under the PF Act, 1952 "Insurance Fund" means _
   a) Unit Linked Insurance Plan  
   b) Deposit Linked Insurance Fund  
   c) Employees’ Group Accident Insurance  
   d) Medical Insurance Fund  
Ans:b

Q.183. The scheme defined under section 2(i-b) of the PF Act, 1952 is _
   a) Pension Scheme  
   b) Provident Fund Scheme  
   c) Family Pension Scheme  
   d) Insurance Scheme  
Ans:d

Q.184. The section 2(i-a) of PF Act, 1952 defines _
   a) Member  
   b) Insurance  
   c) Insurance Fund  
   d) None of these  
Ans:c

Q.185. The Insurance Scheme is framed under sub-section (1) of the Section _____ of the PF Act, 1952.  
   a) 8-A  
   b) 7-B  
   c) 6-C  
   d) 5-D  
Ans:c
Q.186. The term "Member" is defined in the section ________ of the PF Act, 1952.
   a) 2U) b) 2(u)
c) 2(m) d) 2(p)
   Ans:a

Q.187. Section 2(k-A) of the PF Act, 1952 defines .
   a) Occupier of the factory b) Pension Fund
c) Establishment d) Pension Scheme
   Ans:b

Q.188. The Employees’ Pension Fund is established under sub-section (2) of the section .

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Q.189. Section 2(kb) of the PF Act, 1952 defines .
   a) Recovery Amount   b) Recovery Office
   c) Recover Officer   d) Repayment Amount
Ans: c

Q.190. Section 2(11) of the PF Act, 1952 defines .
   a) Superannuation   b) Annual Salary
   c) Scheme Policies   d) Recovery
Ans: a

Q.191. The Employees' Provident Funds Appellate Tribunal which is constituted under sec 7-0 is defined under which section?
   a) 2(j)   b) 2(k)
   c) 2(1)   d) 2(m)
Ans: d

Q.192. Section 2 (1) of The Payment of Bonus Act, 1965 defines .
   a) Accounting year   b) Allocable Surplus
   c) Appropriate Government   d) Available Surplus
Ans: a

Q.193. The term "Agricultural Income" is defined under .
   a) Section 2(3)   b) Section 2 (5)
   c) Section 2 (2)   d) Section 2 (4)
Ans: c

Q.194. The Available Surplus is computed under which section of the Act?
   a) Section 2   b) Section 3
   c) Section 4   d) Section 5
Ans: d

Q.195. "Banking Company" is defined same as under Section 5 of the .
   a) Banks and Financial Institutions Act, 1949   b) Banking Companies Act, 1949
   c) FINANCIAL Corporations Controlling Act, 1973   d) Reserve Bank of India Regulations Act, 1963
Q.196. Definition of "Company" under the act is same as definition of "Company" under .......... of the Companies Act, 1956.
   a) Section 2
   b) Section 3
   c) Section 4
   d) Section 1
   Ans:b

Q.197. "Co-operative Society" is defined under .......... .
   a) Sec 2 (8)
   b) Sec 2 (9)
   c) Sec 2 (10)
   d) Sec 2 (11)
   Ans:c

Q.198. As per Factories Act "Factory" means any premises including the precincts thereof where or more workers are working or were working on any day of the preceding 12 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. [Sec 2(m)]
   a)10
   b) 20
   c) 50
   d) 100
   Ans: b

Q.199. As per the Factories Act, "Adult" means a person who has completed his ...... year of age. [Sec 2(a)] a)
   a) Fifteenth
   b) Sixteenth
   c) Seventeenth
   d) Eighteenth
   Ans: d

Q.200. As per Factories Act "Adolescent" means a person who has completed his ...... - Year of age but has not completed his ...... - year. [Sec 2(b)] a) Twelfth, eighteenth
   b) Fifteenth, twenty first
   c) Fifteenth, eighteenth

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d) Sixteenth, nineteenth
Ans: c

Q.201. As per Factories Ad, "Child" means a person who has not completed his ______ year of age. [Sec 2(c)]
  a) Fourteenth
  b) Fifteenth
  c) Sixteenth
  d) Eighteenth
Ans: b

Q.202. As per factories act which among the following are true in respect of the definition of a worker? [Sec 2(l)]
  1) "Worker" means a person employed
  2) Directly or by or through any agency (including a contractor)
  3) With or without the knowledge of the principal employer
  4) Whether for remuneration or not
In any manufacturing process
  a) 3 and 4 only
  b) 1,3 and 4 only
  c) 1 and 4 only
  d) 1,2,3 and 4
Ans: d

Q.203. As per Factories Act "Factory" means any premises including the precincts thereof where on ----- or more workers are working or were working on any day of the preceding 12 months, and in any part of which a manufacturing process is being carried out with the aid of power, or is ordinarily so carried on. [Sec 2(m)(i)] a) 10
  b) 20
  c) 50
  d) 100 Ans: a

Q.204. As per Factories Act a Factory does not include which among the following? [Sec 2(m)]
a) A mine subject to the operation of the Mines Act, 1952
b) A mobile unit belonging to the Armed Forces of the Union

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Q.205. As per Factories Act "__________ " of a factory means the person who has ultimate control over the affairs of the factory. Sec 2(n)]
a) Manager
b) Owner
c) Director
d) Occupier
Ans: d

Q.206. The _____ of Railway Production Un is have been appointed as "Occupiers" of the respective units in terms of the provisions of the Factories Act 1948. (MC 23)
a) General Managers
b) Chief Personnel Officers
c) Chief Mechanical Engineers I CWM
d) Chief Security Commissioners
Ans: c

Q.207. The Factories Act imposes the following obligations upon the employer in regard to his workers. [Sec 7A]a) Health
b) Safety
c) Welfare
d) All the above.
Ans: d

Q.208. A worker employed in Carriage Works, Perambur has demanded to change the working days from six days to few days without reducing the total working hours of 47 % per week. Can this be agreed to? (Chapter VI)
a) Yes
b) No (Not more than 9 hrs in a day)
c) Can be negotiated
d) All of the above.
Ans: b
Q.209. Overtime under Section 59 (1) of the Factories Act, 1948 to the staff governed by the same should be calculated on ---------.

a) A daily basis or weekly basis, whichever is the prevalent practice
b) A daily basis

c) A weekly basis
d) A daily basis or weekly basis, whichever is more favorable to the employee

Ans: d

Q.210. The provisions of Sec. 46 of the Factories Act, 1948 impose statutory obligation on the Railway Administrations to provide and maintain canteens in Railway Establishments, which are governed by the Factories Act and employ more than ----- persons.

a) 100
b) 150
c) 250
d) 500

Ans: c

Q.211. Section 2 (a) of the act defines the term .......

a) Adult
b) Adolescent
c) Child
d) Calendar year

Ans: a

Q.212. According to the definition of "Week" under the Act, it is a period of 7 days beginning at midnight on.........

a) Sunday
b) Monday
c) Saturday
d) Friday

Ans: b

Q.213. As per the Act, a person who has not completed his 15th year of age is a/an...........

a) Adolescent
b) Teenager
c) Child
d) Adult
Ans: c

Q.214. Section 2 (n) under the act defines...........
a) Publisher
b) Manager
c) Owner
d) Occupier
Ans: d

Q.215. As per the act, the floor of every work room should be cleaned once every........
a) Day
b) Month
c) Week
d) Hour
Ans: c

Q.216. The power of inspectors is discussed under... of the Factories Act, 1948.
a) Section 9
b) Section 10
c) Section 11
d) Section 12
Ans: a

Q.217. Under Minimum Wages Act an Adult means a Person who has completed a certain age
a) Eighteen years
b) Fifteen years
c) Sixteen years
d) Nineteen years
Ans: a

Q.218. The Employees State Insurance Act was passed in the year________. a)
1923
b) 1948
Q.219. The labour or industrial problems increased when major industries came into existence followed by technology of mass production in the early: a) 18th century b) 19th century c) 21st century d) 20th century Ans: d
Q.220. What are the benefits of getting regular and prompt wages?
   a) Industrial harmony,
   b) Change of workers' living conditions,
   c) Change in productivity
   d) Entertainment facilities
   Ans: a

Q.221. The Code of Discipline ________ reiterated the faith of the parties in voluntary arbitration.
   a) 1923
   b) 1942
   c) 1958
   d) 1947
   Ans: c

Q.222. The first Factories Act was enacted in
   a) 1881
   b) 1895
   c) 1897
   d) 1885
   Ans: a

Q.223. Who is an adult as per Factories Act, 1948?
   a) Who has completed 18 years of age?
   b) Who is less than 18 years
   c) Who is more than 14 years
   d) Who is more than 15 years
   Ans: a

Q.224. A person who has ultimate control over the affairs of the factory under Factories Act, 1948 is called as ________ a) Occupier

   b) Manager
   c) Chairman
   d) Managing Director.
   Ans: a
Q.225. The space for every worker employed in the factory after the commencement of factories act, 1948 should be--------Cubic Meters.
   a) 9.9
   b) 10.2
   c) 14.2
   d) 13.2
   Ans: c

Q.226. The provision for cooling water during hot weather should be made by the organization if it employees ______ or more employees.
   a) 200
   b) 250
   c) 300
   d) 150
   Ans: b

Q.227. Who is an Adolescent as per Factories Act? 1948?
   a) Who has completed 17 years of age
   b) Who is less than 18 years
   c) Who has completed 15 years but less than 18 years.
   d) None of these
   Ans: c

Q.228. Which one of the following is not a welfare provision under Factories Act. 1948 a)
   Canteen
   b) Crèches
   c) First Aid
   d) Drinking water.
   Ans: d
Q.229. First Aid Boxes is to be provided for of persons
a) 125
b) 135
c) 150
d) 160
Ans: c

Q.230. Safety Officers are to be appointed if Organization is engaging fig or more
employees.
a) 1000
b) 2000
c) 500
d) 750
Ans: a

Q.231. Canteen is to be provided if engaging employees more than persons.
a) 250
b) 230
c) 300
d) 275
Ans: a

Q.232. Leave with wages is allowed for employees if they work for days in a month.
a) 15
b) 25
c) 20
d) 28
Ans: c

Q.233. Welfare Officers are to be appointed if Organization is engaging iii or more
employees. a)
500
b) 250
c) 600
d) 750 Ans: a

Q.234. The Ambulance Room is to be provided if engaging employees more than a)
400
b) 350
c) 500
d) 450
Ans: c
Q.235. Crèche is to be provided if----or more lady employees are engaged.
a) 25  
b) 32  
c) 30  
d) 40  
Ans: c

Q.236. An adult worker can up to hrs in a day as per factories Act. 1948
a) 8  
b) 9  
c) 10  
d) 12  
Ans: b

Q.237. Obligations of Workers under the Factories Act 1947 was discussed in section
a) 78  
b) 101  
c) 111  
d) 99  
Ans: c

Q.238. The term Sabbatical is connected with
a) Paid leave for study  
b) Paternity leave  
c) Maternity leave  
d) Quarantine leave  
Ans: a

Q.239. Section 49 of the Factories Act 1947 Says about
a) Welfare officer  
b) Canteen  
c) Rest room  
d) Crèche  
Ans: a
Q.240. Section 2 (K) of the Factories Act 1947 says about
a) Manufacturing Process
b) Factory
c) Worker
d) None of these
Ans: a

Q.241. If the factory employs more than 1000 workers, they should appoint qualified -- -- to carry out the prescribed duties
a) Safety Officer
b) Welfare officer
c) Security officer
d) None of these
Ans: a

Q.242. For contravention of provisions of Factories Act or Rules, the occupier shall liable for punishment up to
a) 2 years or fine up to Rs. 1,00,000 or both
b) 6 months or fine up to 10,000 or both
c) 3 three years or fine 10,000 or both
d) None of these
Ans: a

Q.243. Manager of every factory should send an annual report to the Inspectorate of factories containing details like numbers of workers employed, Leave with wages, safety officers, ambulance room, canteen, shelter, accidents in form no --- on or before 31st January
a) Form No: 22
b) Form No: 21
c) Form No: 25 A
d) Form No: 25 B
Ans: a

Q.244. If any employee found violating the section 20 of Factories Act 1947 shall be fine up to
a) Rs. 10
b) Rs. 5
c) Rs. 15
Ans: a
d) Rs.20 Ans: b

Q.245. Section 41-G of the Factories Act 1948 says about
a) Fencing of machineries
b) Facing of machineries
c) Work on near machinery in motion
d) Workers participation in safety mgt.
Ans: d

Q.246. Who is responsible for payment to a person employed by him in a Factory under the Payment of wages Act 1936
a) Accounts Manager
b) HR manager
c) Manager
d) Owner
Ans: c

Q.247. The applicant occupier who propose to start the factory should submit the
a) Form No-1
b) Form No.-2
c) Form No- 2A
d) Form No. 1 A
Ans: b

Q.248. The license fee can be paid to get a license for a factory maximum up to  a) One Year only
b) Two Years only
c) Three Years only
d) Five years only.
Ans: d
Q.249. The occupier has to submit the document on or before ------- of every year to renewal of a license for a factory.

a) 31st march of every year 
b) 31st December of every year 
c) 31st October of every year 
d) 31st April of every year 

Ans- c
Q.250. The renewal application for a license submitted after December 31st of the every year shall paid the fine amount.
a) 10 % of the license fee  
b) 20% of the license fee  
c) 30 % of the license fee  
d) none of these.  
Ans: b

Q.250. The Section 20 of the Factories act discusses about
a) Drinking Water  
b) Lighting  
c) Spittoons  
d) Latrines and Urinals  
Ans: c

Q.251. The employment of young person on dangerous machines shall be prohibited in the section of Factories Act. 1947.
a) Section 21  
b) Section 22  
c) Section 23  
d) Section 24  
Ans: c

Q.252. A suitable goggles shall be provided for the protection of persons employed in any factory is discussed in the section ---- a) Section-36  
b) Section-39  
c) Section-40  
d) Section -35  
Ans: d

Q.253. A half yearly return for every half of every calendar year, in duplicate in Form ------ so as to reach the inspector of factories on or before ----------- of the year a) Form NO-20. 31st July  
b) Form No 21. 31st July  
c) Form No. 25. 31st July  
d) Form No. 24. 31st June  
Ans: b
Q.254. An accident report, shall be continued by the manager by sending a separate report in form no. --- ------ with details of number of person killed or injured to i) Inspector of Factories within ----------- -hours of the accident .
   a) Form N0.18. 12 Hours
   b) Form N0. 18.A. 12 Hours
   c) Form N0. 18. 24 Hours
   d) Form N018 A. 24 Hours
   Ans: a

Q.255. The particulars of the accident should be entered in separate registers kept as-
   Accident Book- Form No of ESI office:
   a) Form No. 12
   b) Form No. 14
   c) Form No. 15
   d) Form No. 18
   Ans: c

Q.256. Section ---------- of the Factories Act describes about the rights of the workers
   a) 111
   b) 111A
   c) 110
   d) 112 Ans:  
   b

Q.257. The occupier shall be punishable with imprisonment extend to -------- months or fine -
   -------- - or both for using false certificate of fitness. a) Two months. 1000 rupees
   b) One year. 2000 rupees
   c) Six months. 1000 rupees
   d) One month. 5000 rupees
   Ans: a

Q.258. The occupier fails to take remedial actions against apprehension of imminent danger to lives or health of the workers ( 41H). shall liable for punishment which may extend to an imprisonment, up to 7 years. fine up to Rupees 2 lacs or both. a) 5 Years . Rs 25.000
   b) 2 Years. Rs. 1. 00.000
c) 7 Years. Rs. 2.00.000  
d) 10 Years. Rs. 1.00.000  
Ans: b

Q.259. Where ------- or more workers are employed in a factory, then there shall be a Safety Committee in the factory.  
a) 100 or more workers  
b) 150 or more workers  
c) 200 or more workers  
d) 250 or more workers  
Ans: d

Q.260. Section 41 G of the Factories Discuss about the Workers Participation in Management.  
a) Section 40  
b) Section 41 H  
c) Section 41 G  
d) Section 41 F  
Ans: c

Q.261. Section 19 of Factories Act discusses about the -------  
a) Drinking Water  
b) Lighting  
c) Latrines and Urinals  
d) Artificial humidification  
Ans: c

Q.262. Section ---- of the Factories Act discusses about the nomination of the manager of a factory.  
a) Section 7 (e)  
b) Section 7 (f)  
c) Section 7 (g)  
d) Section 7 (d)  
Ans: b
Q.263. Section ------ ---- of the Factories Act says about the definition for a factory. a) Section 2(k)  
b) Section 2 (l)  
c) Section 2( m)  
d) Section 2 (n)  
Ans: c

Q.264. The Factories employing more than 1000 workers are required to submit their plan for approval to  
a) Deputy Chief inspector of Factories  
b) Joint Chief inspector of Factories  
c) Chief inspector of Factories  
d) Additional Chief inspector of Factories.  
Ans: c

Q.265. Under the Section 41 .A. of the Factories Act. The Site Appraisal C ommittee shall be constituted once in ------- year under the chairmanship of Chief Inspector of Factories.  
a) Once in 5 Year  
b) Once in 2 Year  
c) Once in 3 Year  
d) Once in a Year.  
Ans: a

Q.266. 40 B of the Factories Act discusses about the appointment of ------------  
a) Welfare Officer  
b) Manager  
c) Safety Officer  
d) None of these.  
Ans: c.

Q.267. The occupier shall liable for punishment imprisonment for term of  ----------- or tine ----- --- --or both for failure to comply with the provisions of Factories Act. a) 2 years, fine Rs. One Lakh.  
b) One Year, fine Rs. 10.000  
c) Six months, fine Rs. 50.000  
d) One year, fine 1. 00.000
Q.268. To close down a factory, the occupier has to give ------ days notice to the authorities.
   a) 30 Days
   b) 60 Days
   c) 90 Days
   d) 14 Days
   Ans: b

Q.269. If an employee alleges that, he was working for the employer and the employer
denies it. Who has to prove this fact?
a) Employer
b) Employee
c) Authority
d) Employer and Authority.
Ans: b

Q.270. The annual return under the Factories Act shall be submitted to Inspector of Factories on or before ---

a) 31 ° January
b) 31° December
c) 30“ April
d) 31° March
Ans: a

Ans: c

Q.271. The license fee for the factory employs 500 workers using 250 Horse Power is Rs ----

a) Rs.12,000
b) Rs.18,000
c) Rs. 24,000
d) Rs.30,000
Ans: c

Q.272. The examination of eye sight of certain workers under the factories Act shall be done at least once in every ----- months a) 6 months

b) 12 months
c) 18 months
d) 24 months
Ans: d
Q.273. The number of elected workers in the canteen managing committee shall not be more than ---- or less than -------- - a) More than 5 or less than 2
b) More than 20 or less than 10
c) More than 15 or less than 10
d) More than 10 or less than 5
Ans: a
Q.274. The term of office of the canteen committee is ----- ----- years
a) One year
b) Two years
c) Three years
d) Four years
Ans: b

Q.275. The occupier of every factory employing-------- or more workers shall plant and maintain trees within the premises of the factory.
a) 500 workers
b) 250 Workers
c) 200 Workers
d) 100 Workers
Ans: d

Q.276. By an Amendment Act of 1987 in Factories Ad 1947, who is to be appointed as an occupier?
a) Manager
b) General Manager
c) Human Resource Manager
d) Board of Directors
Ans: d

Q.277. If the factory employs more than 1000 workers, they should appoint qualified ---------
- to carry out the prescribed duties a) Safety Officer
b) Welfare officer
c) Security officer
d) None of these
Ans: a
Q.278. Obligations of Workers under the Factories Act 1947 was discussed in section ----- a) 78
b) 101
c) 111
d) 99
Ans: c

Q.279. The term Sabbatical is connected with
a) Paid leave for study  
b) Paternity leave  
c) Maternity leave  
d) Quarantine leave  
Ans: a

Q.280. Section 49 of the Factories Act 1947 Says about  
a) Welfare officer  
b) Canteen  
c) Rest room  
d) Crèche  
Ans: a

Q.281. Section 2 (K) of the Factories Act 1947 says about  
a) Manufacturing Process  
b) Factory  
c) Worker  
d) None of these  
Ans: a

Q.282. The Factories employees -------- or more workers the rest room and lunch room shall be provided under the Act.  
a) 100 Workers  
b) 150 Workers  
c) 200 Workers  
d) 250 Workers  
Ans: b

Q.283. Crèche is mandatory under the Factories Act where ______________ workers are employed  
a) 30  
b) 100  
c) 30 women  
d) 250  
Ans: c
Q.284. A canteen for use of workers providing subsidized food is statutory under the Factories Act where ____________ workers are employed.
   a) 250
   b) 1000
   c) 100
   d) 150
   Ans: a

Q.285. Under Factories Act, appointment of a Safety Officer is mandatory where the no. of employees exceeds ________
   a) 1000
   b) 500
   c) 100
   d) 50
   Ans: a

Q.286. The statutory minimum bonus is ________
   a) 8.33%
   b) 10%
   c) 24%
   d) 20%
   Ans: d

Q.287. Under the Factories Act no worker is permitted to work for more than ______ hours in a day
   a) 8
   b) 9
   c) 10
   d) 24
   Ans: b

Q.288. Under the Factories Act, white washing of the factory building should be carried out in every __________ months
   a) 12
   b) 24
   c) 26
   d) 14
   Ans: d
Q.289. Repainting or re varnishing under the Factories Act is required to be carried out in every ______ years
a) 5
b) 10
c) 3
d) 1
Ans: a

Q.290. An employee whose salary does not exceed ____________ is eligible for Bonus under the Payment of Bonus Act.
   a) Rs 3500
   b) Rs 2500
   c) Rs 6500
   d) Rs 10000
   Ans: a

Q.291. Employees Provident Fund and Miscellaneous Provisions Act, 1952 is applied to establishments employing not less than ______
   a) 10 employees
   b) 20 employees
   c) 50 employees
   d) 100 employees
   Ans: b