

QP Code : 50098

(3 Hours)

[Total Marks : 100

Section I - (marks : 40)

N.B. : All questions are compulsory.

1. The crucial determinant of fair wages is _____.
 - (a) Bargaining capacity of the union.
 - (b) Cost push inflation.
 - (c) Capacity to pay of the industry.
 - (d) None of the above.

2. In the constitution of India, Article 43 provides for _____.
 - (a) Living wage
 - (b) Freedom of expression
 - (c) Form of association
 - (d) None of these.

3. _____ Welfare schemes are those services whose implementation depends on the coercive power of government.
 - (a) Statutory
 - (b) Desirable
 - (c) Voluntary
 - (d) None of these.

4. _____ are those which have already been collected by someone else and which have already been passed through the statistical process.
 - (a) Primary data
 - (b) Secondary data
 - (c) Tertiary data
 - (d) None of these.

5. _____ is a process of summarizing raw data and displaying the same in compact form, for further analysis..
 - (a) Correlation
 - (b) Tabulation
 - (c) Canonical
 - (d) None of these

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6. _____ is the determination of statistical relationship between two or more variables.
- (a) Regression
 - (b) Progression
 - (c) Above (a) and (b) both are correct
 - (d) None of these.
7. _____ is the value of middle item of a series when it is arranged in ascending or descending order of magnitude.
- (a) Mean
 - (b) Median
 - (c) Mode
 - (d) None of these.
8. Labour is a subject which comes under _____ list of the constitution of India.
- (a) Union
 - (b) State
 - (c) Concurrent
 - (d) None of these.
9. _____ can be used when respondents are literate and co-operative.
- (a) Questionnaire
 - (b) Schedule
 - (c) Pilot survey
 - (d) Case study.
10. Non-probability sampling is also known as _____.
- (a) Random sampling
 - (b) Purposive sampling
 - (c) Cluster sampling
 - (d) All the above.

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11. The subsistence Theory of wages was propounded by _____.
- (a) David Ricardo
 - (b) J.M. Keynes
 - (c) Karl Marx
 - (d) J. B. Clark.
12. Structural unemployment results mainly from _____.
- (a) Demand deficient unemployment.
 - (b) Mismatch between acquired skills and required skills.
 - (c) Seasonal unemployment.
 - (d) Perennial nature of work.
13. Who was the Chairman of Second National Commission of Labour.
- (a) Arjun sengupta
 - (b) Sanjeev Reddy
 - (c) L. Mishra
 - (d) Ravindra Verma.
14. Among the following which one is the oldest central trade union of India ?
- (a) AITUC
 - (b) INTUC
 - (c) BMS
 - (d) HMS.
15. Among the following statement which one is not correct.
- (a) In the process of closing the enquiry, the enquiry officer may seek clarification if any and close the enquiry.
 - (b) After the conclusion of enquiry, the enquiry officer shall submit a report.
 - (c) The enquiry officer should state categorically whether the changes have been proved or not.
 - (d) The enquiry officer should recommend the punishment.

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16. The minimum bonus under the payment bonus Act is _____.
- (a) 8.33%
 - (b) 15.32%
 - (c) 20%
 - (d) 25%.
17. The system approach in Industrial Relations is developed by _____.
- (a) Weber
 - (b) M. K. Gandhi
 - (c) Dunlop
 - (d) McGregor.
18. The Intra-mural activity of a trade Union refers to _____.
- (a) Incentive schemes by the management,
 - (b) Entertainment programme conducted by the trade union outside the organisation.
 - (c) Housing schemes run by the trade union outside.
 - (d) Activity conducted by the trade union within the organisation.
19. The Institutions in the Labour Market refers to the following _____.
- (a) Trade Unions
 - (b) Employment Exchanges
 - (c) Employers organisation.
 - (d) All of these.
20. Who proposed Motivation “Theory X and Y”?
- (a) Frederick Herzberg
 - (b) Abraham Maslow
 - (c) Douglas McGregor
 - (d) None of these.

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21. ESOP stands for _____.
- (a) Employee stock Ownership plans.
 - (b) Employees share ownership plans.
 - (c) Employer stock ownership plans.
 - (d) Employer share ownership plans.
22. What is the minimum age for an office bearer for a registered trade Union as per Trade Union Act 1926 ?
- (a) 15 years
 - (b) 18 years
 - (c) 21 years
 - (d) 25 years.
23. As per Industrial Disputes Act 1947, works committees need to be set up in all those industries which employs _____ persons.
- (a) 100
 - (b) 50 or more
 - (c) 50
 - (d) 100 or more.
24. Which among the following is true ?
- (a) A conciliation officer can decide the issue on merits of the complaint.
 - (b) The right to go on strike is a fundamental right.
 - (c) A hunger strike shall deemed to be a strike as defined in section 2(q) of the Industrial Disputes Act, 1947.
 - (d) There is no employer employee relationship when payment is made on a piece rate system.
25. Under Factories Act-1948, weekly hours should not exceed _____ hours.
- (a) 48 hours
 - (b) 54 hours
 - (c) 60 hours
 - (d) 52 hours.

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26. Under Industrial Disputes Act- 1947 _____ section deals with Industrial dispute.
- (a) 2(j)
 - (b) 2 (kk)
 - (c) 2 (k)
 - (d) 2 (h).
27. What is the present rate of contribution of employer under ESI Act- 1948 ?
- (a) 4.75% of the wages
 - (b) 1.75% of the wages
 - (c) 1.25% of the ages
 - (d) 4.25% of the wages.
28. In which year the Minimum Wages Act was passed ?
- (a) 1948
 - (b) 1952
 - (c) 1976
 - (d) 1947.
29. Does a woman taking leave under the Maternity Benefit Act get wages ?
- (a) Yes
 - (b) No
 - (c) Not state clearly in the Act
 - (d) Depends upon employer.
30. Who has given the surplus value theory of wages ?
- (a) Adam Smith
 - (b) Karl Marx
 - (c) John Davidson
 - (d) Alfred Marshal.
31. Arrange Wages in ascending orders _____.
- (a) Fair wage, minimum wage, living wage.
 - (b) Living wage, Fair wage, Minimum wage.
 - (c) Minimum wage, Fair wage, Living wage.
 - (d) Living wage, minimum wage, fair wage.

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32. The management of personnel is also called as _____.
- (a) Staffing (b) Controlling
(c) Coordinating (d) None of these.
33. Opportunity costs are also known as _____.
- (a) Spillover costs (b) Money costs
(c) Alternative costs (d) External costs.
34. Leaders who inspire followers to transcend their own self-interests for the good of the organisation, are known as _____.
- (a) Transactional leaders (b) Transformational Leaders
(c) Charismatic leaders (d) None of these.
35. The standards used as a basis for comparison or measurement is called _____.
- (a) Branding (b) benchmarking
(c) Quality Management (d) None of these.
36. Dramatic Reduction of Manpower is called _____.
- (a) Termination (b) Retrenchment
(c) Rightsizing (d) Downsizing.
37. _____ is the simplest possible measure of dispersion.
- (a) Range (b) Central Tendency
(c) Mode (d) None of the above.
38. _____ is a measure of asymmetry and shows the manner in which the items are clustered around the average.
- (a) Kurtosis (b) Skewness
(c) Cross tabulation (d) None of the above.
39. If the population from which a sample is to be drawn does not constitute a homogeneous group then _____ technique is applied.
- (a) Stratified sampling (b) Simple random sampling
(c) Sequential sampling (d) None of the above.
40. If each and every item in the population has got an equal chance of inclusion in the sample then that sample is called as _____.
- (a) Systematic sampling (b) Simple sandom sampling
(c) Stratified random sampling (d) Quota sampling

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Section II - (marks : 30)

N.B. : Attempt any **three** questions out of **five** questions.

1. What is Labour Research ? Discuss in brief various stages of Labour Research.
2. Discuss the causes of low labour productivity in India. What measures will you suggest to improve the same ?
3. Discuss the causes of Inter-state Migration of Labour in India.
4. Explain the role of various stake holders for ensuring safety of women workers in the world of work.
5. Express your views on the recommendations given by the Second National Commission on Labour.

Section III - (marks : 30)

N.B. : Attempt any **two** questions out of **four** questions.

1. Discuss the proposed changes in Labour Laws. How it will help to achieve the objective of Make in India ? Comment on it.
2. Explain the advantages of Research Design, and suggest suitable research design for the study on 'Impact of Welfare Measures on employee satisfaction in Manufacturing sector in Maharashtra'.
3. Explain the different types of sampling techniques. under what circumstances probability sampling is considered appropriate ? Elaborate your answer with suitable Examples.
4. Discuss the problems of contract labour in India. What strategy you will suggest to solve the problems of contract labour ?
