All in One
Multiple Choice Questions
HRM Specialization

- Labour and Social Security Laws
- Human Resource Accounting & Compensation Management

(As per the Revised Syllabus of 2016 Pattern of SPPU for MBA, Semester - III)

Dr. Kirti Dang Longani  •  Prof. Khushali Oza

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(As per the Revised Syllabus of 2016 Pattern of SPPU for MBA, Semester III)
(HUMAN RESOURCE MANAGEMENT SPECIALIZATION)

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It gives us great pleasure to present this book with subjects ‘Labour and Social Security Laws’ and ‘Human Resource Accounting and Compensation Management’ to our intelligent and dynamic readers, the scholar students of HRM Specialization and different Management Courses and knowledge seekers. This book intends to cover, in detail, the entire Syllabus as per 2016 Pattern of MBA Programme offered by Savitribai Phule Pune University. Apart from that, this book is also useful to the UG and PG students of other universities who have the said subject in their respective curriculum. This book is a sincere attempt to provide readers with latest study material in simple and lucid language. To make the topics clear to the students, examples have been included at appropriate places.

‘Labour and Social Security Laws’ and ‘Human Resource Accounting and Compensation Management’ mainly covers various concepts of Human Resource Management. This book will help to understand the basic concepts of Human Resource Accounting, Compensation Management, Labour Laws and Security Laws and its structure, several rules and regulations in India which would facilitate in decision-making to emerging entrepreneurs. Due to globalization, liberalization and privatization, it is essential to have basic knowledge of Human Resource Management for all the Entrepreneurs, Managers and Executives who are working at domestic, national and international level. For developing analytical abilities and to face the business situations, basic information and knowledge is must which is provided in this book.

Looking at the new trends and scenarios, and acknowledging necessity of studying various dimensions of Human Resource of India, the Savitribai Phule Pune University has included this subject in their MBA Programme for HRM Specialization Students.

Success can never be achieved single-handedly. So, it is our duty to express gratitude towards all those who provided their help and support. We express our special thanks to Prof. Dr. Sanjay Chordiya, Founder President and Chairman of Suryadatta Group of Institutes and Mrs. Sushma Chordiya, Vice President and Secretary of Suryadatta Group of Institutes for their continuous motivation in writing the said book. Our words fall short to express our feelings towards our family members, colleagues and friends who extended their wholehearted best wishes and encouraged us throughout.

Suggestions of readers are most welcome and will be acknowledged with appreciation.

With best wishes.

Dr. Kirti Dang Longani
Prof. Khushali Oza
# Syllabus as Per June 2016 Pattern

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**Course Title**: Labour and Social Security Laws

**Course Objectives**:
1. To make the students understand rationale behind labour laws
2. To equip students with important provisions of various labour laws
3. To give students insight into the implementation of labour laws

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<td><strong>Unit – 2</strong></td>
<td><strong>Laws on Working Conditions:</strong> The Factories Act 1948: #1, 3, 5, 6, 7, 10, 15 to 20, 23, 31, 40, 40A, 40B, 41, 42, 44, 45, 46, 47, 48, 49. All provisions under Chapter VI, VII and VIII.</td>
<td>(Hours: 8+2)</td>
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<td><strong>Unit – 3</strong></td>
<td><strong>Wages and Labour Laws:</strong> 3.1: The Payment of Wages Act 1936: Sections # 1 to 26, 12A, 13A, 14A, 15A, 17A, 17B, 22A, 25A. The Minimum Wages Act 1948, Sections # 1, 2, 11 to 18, 20. 3.2: The Payment of Bonus Act 1965: Sections # 2, 4 to 17, 19, 20, 21, 22, 26, 28, 29, 30, 32</td>
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<td><strong>Unit – 4</strong></td>
<td><strong>Laws for Labour Welfare:</strong> 4.1 The Payment of Gratuity Act 1972: Sections # 2, 4, 6, 7, 8, 10, 11, 12, 14, 15, 16, 17, 18, 20 4.2 The Workmen’s Compensation Act 1923: Sections# 2 to 14, 16, 22</td>
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<td><strong>Unit – 5</strong></td>
<td><strong>Social Security Laws:</strong> 5.1 The Employee Provident Fund and Miscellaneous Provisions Act 1952: Sections # 2, 5, 6, 7, 8, 11, 12, 14, 15, 16, 17, 18, 20 (Latest Amendment) 5.2 The Employee State Insurance Act 1948: Sections # 2 and All</td>
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<tr>
<td>Course Title</td>
<td>Human Resource Accounting and Compensation Management</td>
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**Course Objectives:**
1. To orient the students with the concepts related to human resource accounting and compensation management.
2. To facilitate learning related to human resource accounting and compensation management for employees.

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<td>Unit – 1</td>
<td>Human Resource Accounting Introduction: Meaning, Definition, Importance, Objectives, Development, Balance Scorecard – HRA, Investment in Human Resources, Human Capital, Calculating the Market Value of HR Assets.</td>
<td>(Hours: 3+1)</td>
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<td>Unit – 2</td>
<td>Investment Approach: Investment in HR, HR Value – Concepts, Methods and Mechanics, Recruiting and Training Costs, Depreciation, Rates of Return, Human Capital Investment, Expenditure vs. Productivity – Training.</td>
<td>(Hours: 8+2)</td>
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<td>Unit – 3</td>
<td>HR Auditing and Accounting: Design and Preparation of HR Accounting Process and Procedure for each of HR Subsystem – Recruitment, Induction, PA, Training, Classification of Costs in HR Accounting, HRA Software, P&amp;L Accounting and Balance Sheet, Experiences and Explorations on HRA.</td>
<td>(Hours: 11+3)</td>
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<td>Unit – 4</td>
<td>Compensation Introduction: Concepts, Theories Related to Compensation Management (Wage Concepts and Wage Theories), Establishing Pay Variables and Wage Boards – Group and Individual Incentives, Executive Compensation in MNCs.</td>
<td>(Hours: 8+2)</td>
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<td>Unit – 5</td>
<td>Issues Related to Compensation: Dearness Allowance Concept – Emergence and Growth in India, Fringe Benefits, Reward System Retirement Plans including VRS/Golden Handshake Schemes.</td>
<td>(Hours: 5+2)</td>
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305 Labour and Social Security Laws

Unit I

1. Who among the following advocated the theory of full employment?
   (a) Beveridge  (b) Keynes
   (c) Adam Smith  (d) A.C. Pigou

2. Bonded Labour System (Abolition) Act is the result of the ratification by India of which of the following Conventions of ILO?
   (a) Unemployment Convention, 1919
   (b) Forced Labour Convention, 1930
   (c) Weekly Rest (Industry Convention), 1921
   (d) Right of Association (Agriculture) Convention, 1921

3. Which of the following has not been implemented through any legislation at the national level?
   (a) Joint Management Council
   (b) Workers’ Participation in Management
   (c) Recognition of Trade Unions
   (d) None of the above

4. The composition of which of the following is similar to the structure of ILO?
   (a) Canteen Managing Committee  (b) Standing Labour Committee
   (c) Safety Committee  (d) Works Committee

5. Which of the following is not an objective of Workers’ Education Scheme in India?
   (a) To make workers’ responsible citizens
   (b) To make them efficient at work
   (c) To enable them to earn more
   (d) To make them responsible Union members and Officers

6. Which part of the Indian Constitution has shaped the labour welfare programmes?
   (a) Preamble  (b) The Directive Principles of State Policy
   (c) Both (a) and (b)  (d) None of the above

7. International Labor Organization is agency of ________________.
   (a) IBRD
   (b) UN Security Council
8. Headquarters of International Labour Organization is located in ____________.
   (a) Geneva (b) Rome (c) Paris (d) Tokyo

9. Agency of United Nations which deals with international labour standards and providing social protection and working opportunities is ____________.
   (a) International Corporation of Law (b) International Law Organization
   (c) International Workforce Recruiters (d) International Labour Organization

10. International Labour Organization received Nobel Peace Prize in ____________.
    (a) 1965 (b) 1969 (c) 1959 (d) 1949

11. International Labour Organization was formulated in ____________.
    (a) 1925 (b) 1939 (c) 1919 (d) 1929

12. ____________ is not a chief organ of UNO.
    (a) I.L.O. (b) Security Council
    (c) International Court (d) General Assembly

13. The International Organization of Employers (IOE) with headquarters in Geneva was formulated in ____________.
    (a) 1910 (b) 1920 (c) 1930 (d) 1940

14. Trade Union Movement in India emerged between ____________.
    (a) 1920-1930 (b) 1850-1870 (c) 1870-1880 (d) 1930-1947

15. The Code of Discipline in industry was adopted by the Indian labour conference (tripartite) in ____________.
    (a) 1948 (b) 1958 (c) 1968 (d) 1950

    (a) Article 20(C) (b) Article 19(C)
    (c) Article 24(C) (d) Article 18(C)

17. The ongoing globalization in the country needs reforms in our labour laws. The forces oppose changes in the existing labour legislations is ____________.
    (a) Government (b) Labour and Trade Unions
    (c) Employers’ Associations (d) Human Rights’ Commission

18. Collective bargaining in USA mostly takes place at the ____________.
    (a) Industrial level (b) Regional level
    (c) National level (d) Enterprise level
19. In which country Productivity Bargaining was first used?
   (a) USA  (b) India  (c) UK  (d) Germany

20. The purpose of granting recognition to trade unions in USA by NLRB is to ____________.
    (a) send representatives to ILO  (b) to participate in Government Bodies
    (c) to raise labour disputes  (d) to be accepted by management for collective bargaining purposes

21. Industrial Relations problem at Maruti Udyog Ltd. at its Manesar Plant was concerned with ____________.
    (a) Permanent workers  (b) Contract labour
    (c) Displaced persons  (d) None of the above

22. Which of the statements is not correct in the light of present Industrial Relations scenario in India?
    (a) Number of strikes is declining
    (b) Rate of unionism is increasing
    (c) Number of lockouts is higher than the number of strikes
    (d) Wages are revising

23. Factories Act was first introduced in ____________.
    (a) 1818  (b) 1883  (c) 1893  (d) 1948

24. Labour Policy highlights ____________.
    (a) Creative measures to attract public and private investment
    (b) Creating new jobs
    (c) Employee-employer relationship
    (d) All of the above

23. AFL is ____________.
    (a) American Federation of Labour  (b) American Freedom of Labour
    (c) American Federation of Law  (d) None of the above

24. Labour Law covers ____________.
    (a) Industrial relations  (b) Workplace health and safety
    (c) Employment standards  (d) All of the above

25. ____________ was established as an agency of the League of Nations following the Treaty of Versailles.
    (a) IOL  (b) ILO  (c) AFL  (d) UN

26. In ____________, the American Federation of Labour (AFL) issued its own distinctively apolitical report.
    (a) December 1918  (b) October 1918
    (c) December 1819  (d) October 1819
27. Two broad categories of labour law.
   (a) First, collective labour law relates to the tripartite relationship between employee, employer and union
   (b) Second, individual labour law concerns employees’ rights at work and through the contract for work
   (c) Both (a) and (b)
   (d) Neither (a) nor (b)

28. India is permanent member of ILO Governing Body since ____________.
   (a) 1922   (b) 1969
   (c) 1972   (d) 1991

29. First National Commission on Labour as made in ____________.
   (a) 1922   (b) 1969
   (c) 1972   (d) 1993

30. ILO overarching goal is ____________.
   (a) Employment   (b) High wages
   (c) Education   (d) Decent Work

31. Trade Dispute Act is introduced in the year ____________.
   (a) 1939   (b) 1949
   (c) 1829   (d) 1929

32. India a ____________ member of ILO.
   (a) Founding   (b) Only
   (c) Sole   (d) Banned

33. First ILO office in India was established in ____________.
   (a) 1919   (b) 1922
   (c) 1928   (d) 1933

34. In industries, it is important for the ____________ to concentrate in areas of harmony.
   (a) Employers   (b) Public
   (c) Committee   (d) Government

35. Certain laws are to pay labour according to ____________ of the nation.
   (a) Income   (b) Cost of living
   (c) GDP   (d) Per capita Income

36. No restrictions on child labour till ____________ was implemented.
   (a) Independence   (b) Labour Law
   (c) Commercial Law   (d) Trade Union Act

37. No employer can pay less than ____________.
   (a) Agreed wages   (b) Earning
   (c) Minimum wages   (d) Trade union demand
38. Peace and harmony in organization is very important for ___________.
   (a) GDP (b) Economic development
   (c) Manpower (d) None of the above

39. For peace and harmony in industries, there is need of ____________.
   (a) Reward (b) Punishment
   (c) Law (d) None of the above

40. Globally, laws are made ____________ in respect of labour.
   (a) Almost same (b) Entirely different
   (c) Competitive (d) None of the above

41. Award means an interim or a final determination of any industrial dispute are determined by ____________.
   (a) Labour Court (b) Arbitrator
   (c) Both (a) and (b) (d) None of the above

42. The Indian Constitution refers to minorities based on ____________.
   (a) Religion or Language (b) Region or Culture
   (c) State or Region (d) Culture or Caste

43. Which of the following language is included in the 8th Schedule of the Indian Constitution?
   (a) English (b) Hindi
   (c) Bengali (d) Punjabi

44. Under the law of limitation, suits can be filed within three years in cases relating to ____________.
   (a) Seamen’s wages (b) Hire of animals
   (c) Price of goods sold and delivered (d) All of the above

45. The right of review has been conferred by the Code of Civil Procedure, 1908. It provides that any person considering himself aggrieved by a decree or order may apply for a review of judgement to the ____________.
   (a) Appellate Court (b) High Court
   (c) District Court concerned (d) Court which passed the decree or order

46. The term ‘cognizance’ means ____________.
   (a) A crime (b) Custody without warrant
   (c) Arousing judicial notice (d) Custody with warrant

47. Who shall nominate the members of Advisory Committee formed under this Act?
   (a) Central Government (b) State Government
   (c) Appropriate Government (d) None of these

48. The principle of ‘equal pay for equal work’ is contained in which Article of the Indian Constitution?
   (a) Article 7 (b) Article 36
   (c) Article 39 (d) Article 41
49. Labour issues are solved in ____________.
   (a) Labour Court  (b) District Court
   (c) High Court    (d) Consumer Court

50. First Annual Conference International Labour Conference began on 29th October, 1919 in
    ____________.
    (a) New York    (b) Washington DC
    (c) Paris       (d) New Delhi

### Answer Key of Chapter 1

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Unit II
The Payment of Wages Act 1936
and
The Payment of Bonus Act 1965

1. Which of the following is not included under the definition of wages given under the Payment of Wages Act, 1936?
   (a) Basic Wage  
   (b) Dearness Allowance
   (c) Incentive  
   (d) Gratuity

2. Under which labour legislation in India, the provision of check-off has been accepted?
   (a) Industrial Disputes Act, 1947
   (b) Trade Unions Act, 1926
   (c) Payment of Wages Act, 1936
   (d) Industrial Employment (Standing Orders) Act

3. According to this Act, the maximum wage period or payment of wages to employees by employer should not exceed ____________.
   (a) 45 days  
   (b) 15 days
   (c) 30 days  
   (d) 60 days

4. The total amount of deductions from wages of employees should not exceed ____________.
   (a) 50%  
   (b) 70%
   (c) 25%  
   (d) 40%

5. Fine should be recovered within ____________ days from the date on which fine were imposed.
   (a) 30 days  
   (b) 45 days
   (c) 60 days  
   (d) 75 days

6. Fine should not be imposed on any employee who is under the age of ____________.
   (a) 21 years  
   (b) 18 years
   (c) 15 years  
   (d) 14 years

7. Statutory minimum wage is fixed under ____________.
   (a) Payment of Wages Act, 1936
   (b) Equal Remuneration Act, 1976
   (c) Workmen’s Compensation Act, 1923
   (d) Minimum Wages Act, 1948

8. Which one of the following is not based on the principle of welfare?
   (a) Mica Mines Labour Welfare Funds Act
   (b) Iron Ore Mines Labour Welfare Funds Act
   (c) Minimum Wages Act
   (d) Dock Workers (Safety, Health, Welfare) Act

9. Which of the following legislations apply to unorganized sector workers in India?
   (a) Minimum Wages Act
   (b) Child Labour (Prohibition and Regulation) Act, 1986
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(c) Contract Labour (Regulation and Abolition) Act, 1970
(d) All of the above

10. The minimum wages as fixed under the Minimum Wages Act, 1948 must be revised at least once in ____________.
   (a) 2 years      (b) 3 years
   (c) 5 years      (d) No mentioned under the Act

11. Which of the following is not a method for fixing minimum wages under the Minimum Wages Act, 1948?
   (a) Notification Method  (b) Committee Method
   (c) Bargaining Method    (d) None of the above

12. Payment of Wages Act, 1936 was extended to J & K by ____________.
   (a) Central Labour Laws Act, 1970  (b) Central Labour Laws Act, 1980
   (c) Factories Act, 1948            (d) None of the above

13. Wages of every person employed in organization of less than 1000 persons, shall be paid before expiry of ____________.
   (a) 5th day     (b) 7th day
   (c) 10th day    (d) 12th day

14. In case of termination of employment, wages shall be paid before expiry of ____________ from day on which his employment is terminated.
   (a) 2nd day    (b) 5th day
   (c) 7th day    (d) 10th day

15. Royal Commission on Labour in India has following recommendation except ____________.
   (a) Sum realised from fines should be utilised for a purpose beneficial to employees
   (b) Amount of deductions should not exceed the equivalent of service rendered
   (c) Children should be not be exempted from fine
   (d) Any deduction made on account of damage or loss to goods should not exceed wholesale price of goods damaged

16. Wages means ____________.
   (a) Remuneration of which the persons employed is entitled in respect of overtime work
   (b) Remuneration payable under any award or settlement between parties
   (c) Additional remuneration payable under terms of employment
   (d) All of the above

17. Fixing or Revising Minimum Rates of Wages under section 3, minimum rates of wages may be fixed by ____________.
   (a) The hour      (b) The day
   (c) The month     (d) All of the above

18. According to Section ____________ of Minimum Wages Act 1948, employer shall pay him overtime worked.
   (a) Section 14(1)  (b) Section 14(2)
   (c) Section 14(3)  (d) Section 14(4)
19. Wages of workers who works for less than normal working day shall receive full wages of normal working day except ____________.
   (a) Failure to work due to employer
   (b) Failure to work caused by his unwillingness to work
   (c) Work of the day is finished before time
   (d) All of the above

20. Under Minimum Wages Act, 1948, Government may by notification in the Official Gazette appoint an Authority to hear and decide claims except ____________.
   (a) Any Commissioner for Workers’ Compensation
   (b) Any Officer of Central Government exercising functions as Labour Commissioner
   (c) Employer of Company
   (d) Any Officer of State Government not below the rank of Labour Commissioner

21. Under Minimum Wages Act, no Court shall entertain any suit for recovery of wages insofar as sum so claimed ____________.
   (a) Forms the subject of an application under section 20 which has been presented by or on behalf of plaintiff
   (b) Could have been recovered by an application under section 20
   (c) Had formed the subject of direction under section 20 in favour of plaintiff
   (d) Any of the above

22. Which of the following statements is not correct as per the Payment of Bonus Act, 1965?
   (a) It is applicable to construction industry.
   (b) It does not apply to employees in Life Insurance Corporation of India.
   (c) Allocable surplus means 67% of the available surplus.
   (d) Employee means any person including apprentice.

23. The ceiling on wage or salary for calculation of bonus under the Payment of Bonus Act, 1965 is ____________.
   (a) ₹ 2,500           (b) ₹ 3,500
   (c) ₹ 4,500           (d) ₹ 6,500

24. The Payment of Bonus Act, 1965 is applicable to an employee who draws wage or salary of ____________.
   (a) ₹ 3500 in case of apprentice
   (b) ₹ 5000 in case of apprentice and employee
   (c) ₹ 7500 in case of employee only
   (d) ₹ 10,000 in case of employee only

25. Payment of Bonus Act, 1965 is applicable to every factory and to every other establishment where ____________ workmen are employed on any day during an accounting year.
   (a) 20 or more        (b) 10 or more
   (c) 50 or more        (d) 30 or more
26. The minimum bonus which an employer is required to pay even if he suffers losses during the accounting year or there is no allocable surplus is ____________ of the salary or wages during the accounting year.
   (a) 10%  
   (b) 20%  
   (c) 8.33%  
   (d) 6.33%  

27. The bonus should be paid in cash within ____________ from the close of the accounting year.
   (a) 8 months  
   (b) 6 Months  
   (c) 12 months  
   (d) 3 months  

28. Which section states about the classes of employees where Payment of Bonus Act is not applicable?
   (a) Section 16  
   (b) Section 32  
   (c) Section 22  
   (d) Section 30  

29. Every employee receiving salary or wages upto ₹ 3,500 p.m. and engaged in any kind of work whether skilled, unskilled, managerial, supervisory, etc. is entitled to bonus for every accounting year if he has worked for at least ___________ in that year.
   (a) 15 working days  
   (b) 30 working days  
   (c) 60 working days  
   (d) 90 working days  

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

31. The term “Agricultural Income” is defined under ____________.
   (a) Section 2(3)  
   (b) Section 2(5)  
   (c) Section 2(2)  
   (d) Section 2(4)  

32. “Co-operative Society” is defined under ____________.
   (a) Section 2(8)  
   (b) Section 2(9)  
   (c) Section 2(10)  
   (d) Section 2(11)  

33. The Minimum Wages Act, 1948 has ____________.
   (a) One schedule covering different types of industries  
   (b) One schedule covering different types of industries, shops and establishments  
   (c) One schedule covering shops and establishments  
   (d) Two schedules covering industrial establishments and agriculture  

34. What should be minimum bonus of salary or wages by Payment of Bonus Act?
   (a) 0.0333  
   (b) 0.0833  
   (c) 0.3  
   (d) 0.2  

35. Under section ___________ of Payment of Bonus Act 1965 details of classes of employees are excluded.
   (a) Section 21  
   (b) Section 22  
   (c) Section 30  
   (d) Section 32
36. According to Payment of Bonus Act, 1965, maximum bonus is ____________.
   (a) 20% of the salary or wages  (b) 25% of the salary or wages
   (c) 30% of the salary or wages  (d) 35% of the salary or wages

37. Which section of Payment of Bonus Act, 1965 details deduction from gross profits?
   (a) Section 5  (b) Section 6
   (c) Section 7  (d) Section 8

38. Which conditions does not specify whether the employee shall be deemed to have worked in an organization as per the Payment of Bonus Act, 1965?
   (a) Employee has been laid off
   (b) Employee has been on leave with pay
   (c) Employee has been absent due to accident while on duty
   (d) None of the above

39. Which of the following statements is not correct as per the Payment of Bonus Act, 1965?
   (a) It is applicable to construction industry.
   (b) It does not apply to employees in Life Insurance Corporation of India.
   (c) Allocable surplus means 67% of the available surplus.
   (d) Employee means any person including apprentice.

40. The contravention of the provisions of the Act or rules may attract the punishment of ____________.
   (a) imprisonment upto 3 months, or fine up to ₹ 500, or both
   (b) imprisonment upto 2 months, or fine up to ₹ 1000, or both
   (c) imprisonment upto 6 months, or fine up to ₹ 1000, or both
   (d) imprisonment upto 6 months, or fine up to ₹ 10000, or both

41. Excess allocable surplus remain after paying the maximum bonus of 20% on the wage or salary of the employee should be carried forward to the next following year for utilizing the payment of bonus in case of the shortage of the allocable surplus or losses occur. This is called as ____________.
   (a) Set-on  (b) Set-off
   (c) Take-on  (d) Take-off

42. Payment of Wages Act is applicable to ____________.
   (a) India except J & K  (b) Only J & K
   (c) Whole India  (d) Only Textile Mills

43. State government can extent the applicability of Payment of Wages Act to other establishment with prior notice of ____________.
   (a) 3 months  (b) 90 days
   (c) 60 days  (d) 2 months

44. As per Payment of Wages Act in factory, ____________ shall be liable to pay wages to employee employed.
   (a) Manager  (b) HR Manager
   (c) Production Manager  (d) Trade Union Leader
45. Fixation of wage period is covered under ____________ of Payment of Wages Act.
   (a) Section 15  (b) Section 14  
   (c) Section 5  (d) Section 4

46. Under ____________ of Payment of Wages Act, time of payment is covered.
   (a) Section 15  (b) Section 14  
   (c) Section 5  (d) Section 4

47. Written permission must be obtained from the employee for making payment of wages by
   ____________.
   (a) Cheque  (b) Crediting in his account  
   (c) Both (a) and (b)  (d) Neither (a) nor (b)

48. Responsibility for payment of wages in Payment of Wages Act is under ____________.
   (a) Section 4  (b) Section 3  
   (c) Section 5  (d) Section 13

49. ____________ nominated employees are liable for payment of wage in case of railways.
   (a) Railway Administration  (b) State Government  
   (c) Central Government  (d) Trade Union

50. Payment of wages will become risk when ____________.
   (a) Number of workers are large  (b) Industry in remote area  
   (c) Total wages is very high  (d) All of the above

**Answer Key of Chapter 2**

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All in One Multiple Choice Questions

Unit III
Factories Act, 1948

1. The statutory welfare facilities are provided under _____________.
   (a) Factories Act, 1948  (b) Mine Act, 1952
   (c) Contract Labour Act, 1970  (d) All of the above

2. Every factory has to provide adequate and suitable washing facilities separately for the use of
   male and female workers under ____________ of Factories Act.
   (a) Section 41  (b) Section 42
   (c) Section 43  (d) Section 44

3. Contract Labour Act provides that every contractor employing contract labour in connection
   with the work of an establishment has to provide and maintain washing facilities under
   _____________.
   (a) Section 18(a)  (b) Section 18(b)
   (c) Section 18(c)  (d) Section 18(d)

4. In Factories Act under ____________, a state government may make rules for provision
   of suitable places for keeping clothing not worn during working hours and for drying of wet
   clothing.
   (a) Section 41  (b) Section 42
   (c) Section 43  (d) Section 44

5. ____________ of Factories may direct the occupier of any factory to provide suitable
   seating arrangements.
   (a) Chief Inspector  (b) HR Manager
   (c) Supervisor  (d) Employer

6. First-aid boxes in factory must not be less than ____________ for every 150 workers.
   (a) One  (b) Two
   (c) Three  (d) Four

7. For more than ____________ workers, an ambulance room of prescribed size and
   containing prescribed equipment is to be provided.
   (a) 300  (b) 400
   (c) 500  (d) 600

8. ____________ have imposed an obligation on the owner of the mine to provide first-aid
   rooms and first-aid stations.
   (a) Mines Rules, 1955 (Rules 40 to 42)  (b) Mines Rules, 1955 (Rules 40 to 44)
   (c) Mines Rules, 1955 (Rules 40 to 45)  (d) Mines Rules, 1955 (Rules 40 to 46)

9. Mines Rules have laid down that in every mine where more than ____________ persons
   are ordinarily employed, adequate and suitable shelters at or near loading wharves are given.
   (a) 50  (b) 75
   (c) 100  (d) 150

10. ____________ of the Maharashtra Factories Rules, 1963 deal with canteens.
    (a) Rules 78 to 85  (b) Rules 79 to 85
    (c) Rules 80 to 85  (d) Rules 81 to 85
11. The canteen is managed by co-operative society registered under ____________.
   (a) Maharashtra Co-operative Societies Act, 1960
   (b) Factories Act, 1948
   (c) Contract Labour Act, 1970
   (d) Mines Act, 1952

12. Labour Welfare recommended the following measures:
   (a) The canteen should preferably be run by workers on co-operative basis.
   (b) Credit facilities should be provided to the employees making use of the canteen services.
   (c) Canteen should be situated in a clean and hygienic place and its kitchen, counter as well
   (d) All of the above

13. Need for the setting up crèches in industrial establishment was stressed by Royal Commission on Labour in ____________.
   (a) 1930  (b) 1931  (c) 1932  (d) 1933

14. Labour officer was instituted initially ____________.
   (a) To develop and improve labour administration in mills
   (b) To serve as a liaison with the State Labour Commissioner
   (c) To eliminate the evils and malpractices of the jobber system
   (d) All of the above

15. Functions of a Welfare Officer under area of manpower management is ____________.
   (a) Labour Welfare  (b) Labour Administration  
   (c) Labour Relations  (d) All of the above

16. Comprehensive Dock Workers Scheme has been framed for all major parts in administration by ____________.
   (a) HR Manager  (b) Chief Advisor, Factories
   (c) Labour Officer  (d) None of the above

17. Canteen facility is mandatory if factory is employing more than ____________ workers.
   (a) 100  (b) 150  (c) 200  (d) 250

18. Crèche should be provided if more than ____________ women work in a factory.
   (a) 25  (b) 30  (c) 35  (d) 40

19. According to Factories Act, 1948 under ____________, facilities for storing and dry
   clothing is provided.
   (a) Section 40  (b) Section 41
   (c) Section 42  (d) Section 43

20. Factories Act of 1948 provides for the statutory appointment of a welfare officer in factory under
   (a) Section 49(1)  (b) Section 49(2)
   (c) Both (a) and (b)  (d) None of the above
21. __________ should be suitably amended so as to include deductions for credit to workers in respect of purchase made from canteen.
   (a) Wages Act, 1936  (b) Maharashtra Factories Rules, 1963
   (c) Central Rules 1971  (d) Factories Act, 1948

22. Statutory welfare facilities are except __________.
   (a) Rest room  (b) Crèche
   (c) Educational facilities  (d) First-aid appliances

23. Non-statutory welfare facilities are except __________.
   (a) Medical facilities  (b) Transport facilities
   (c) Canteen  (d) Recreational facilities

24. ILO Recommendations on Welfare Facilities adopted in 1956 urged upon the member countries to take appropriate measures to encourage provision of __________.
   (a) Recreational facilities  (b) Canteen
   (c) Medical facilities  (d) Crèche

25. Recommendation made by Committee on Labour Welfare for improvement of recreational facilities are __________.
   (a) Need for providing recreational facilities to industrial employees
   (b) Trade unions should also actively associate with management for social and cultural activities
   (c) Industrial tours
   (d) All of the above

26. Housing facilities is __________.
   (a) Statutory facility  (b) Non-statutory facility
   (c) Both (a) and (b)  (d) None of the above

27. Consumer Co-operative Societies for the working class was first realized during __________.
   (a) First World War  (b) Second World War
   (c) Independence of India  (d) British Rule

28. Indian Labour Conference held in __________ adopted scheme for setting up of Consumers Co-operative stores in all industrial establishments.
   (a) 1961  (b) 1962
   (c) 1963  (d) 1964

29. Setting of Consumers Co-operative Stores are applicable in industry with more than __________ workers.
   (a) 200  (b) 250
   (c) 300  (d) 350

30. Mill Mazdoor Sabha was established in __________.
   (a) 1947  (b) 1948
   (c) 1949  (d) 1950
31. Ambedkar Institute for Labour Studies is sponsored by ________________.
   (a) INTUC          (b) RMMS
   (c) Both (a) and (b) (d) None of the above

32. Rashtriya Mill Mazdoor Sangh was registered on ________________.
   (a) August 24, 1941 (b) August 26, 1941
   (c) August 24, 1942 (d) August 26, 1942

33. Activities of RMMS are(is) ________________.
   (a) Representation of individual grievances
   (b) Handling of industrial disputes
   (c) Provision of welfare amenities to its members
   (d) All of the above

34. Voluntary welfare facilities are ________________.
   (a) Educational facilities (b) Medical facilities
   (c) Housing facilities (d) All of the above

35. Transport and Dock Workers’ Union was established by ________________.
   (a) P.D. Melto          (b) G.D. Ambedkar
   (c) Mahatma Gandhi      (d) Mrs. Anasuyaben Sarabhai

36. Textile Labour Association was established by ________________.
   (a) P.D. Melto          (b) G.D. Ambedkar
   (c) Mahatma Gandhi      (d) Mrs. Anasuyaben Sarabhai

37. TLA offers following services except ________________.
   (a) Students hostels for staying and studying
   (b) Vocational training
   (c) Washing of uniform
   (d) Blood donation camp

38. Mill Mazdoor Sabha provides following welfare activities except ________________.
   (a) Hostel provision
   (b) Issue books to needy
   (c) Conduct workers’ educational programmes
   (d) Grant scholarship for merit students

39. Need for imparting necessary education to workers in India has been emphasized by ________________.
   (a) Indian Industrial Commission (b) Royal Commission on Labour
   (c) Both (a) and (b) (d) None of the above

40. ________________ occupy first place in extending educational facilities to their employee’s children.
   (a) Railway           (b) Road Transportation
   (c) Textile Industry  (d) Steel Industry
41. Objectives of Consumer Co-operative Stores are ________________.
   (a) Provide good quality foodgrains and cloth
   (b) Keep price at fair level
   (c) To protect from adulteration of food products
   (d) All of the above

42. Section 12 of Plantation Labour Act provides for crèche in every plantation wherein ________________ women workers are employed.
   (a) 30  (b) 40
   (c) 50  (d) 60

43. If number of workers exceed 8500 but not more than 10500, then number of officers are ________________.
   (a) One Welfare Officer (b) Two Additional Welfare Officers
   (c) One Assistant Welfare Officer (d) All of the above

44. According to Factories Act, 1948, duties of Welfare Officer are ________________.
   (a) Maintain harmonious relations between management and workers
   (b) Understand point of view of labour
   (c) Advise workers against going on illegal strikes
   (d) All of the above

45. Effective measures are taken under statutory welfare facilities under Factories Act, 1948 except ________________.
   (a) Cleanliness  (b) Transportation
   (c) Disposal of waste  (d) Suitable light at workplace

46. Plantation Labour Act, 1951 lays down health measures as ________________.
   (a) Drinking water
   (b) Medical facilities
   (c) Sufficient numbers of latrines and urinals
   (d) All of the above

47. Every worker will have to be provided with ________________ cubic feet of space under Factories Act, 1948.
   (a) 300  (b) 350
   (c) 400  (d) 500

48. If more than ________________ workers are employed, provision is to be made for cooling drinking water in hot weather.
   (a) 150  (b) 200
   (c) 250  (d) 300

49. The Structure of I.L.O includes ________________.
   (a) An International Labour Conference
   (b) A Governing Body
   (c) An International Labour Office
   (d) All of the above
50. Which of the following practices lead to democracy in trade unions?
   (a) Regular meeting              (b) Fair and timely elections
   (c) Audit of accounts of union   (d) All the above

Answer Key of Chapter 3

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Unit IV
Employee Provident Fund and Miscellaneous Provisions Act 1953
and
Payment of Gratuity Act 1972

1. Which of the following statements about The Employees’ Provident Funds and (Miscellaneous Provisions) Act are true?
   (i) The Act is not applicable to co-operative societies employing less than 50 persons working with the aid of power.
   (ii) It makes provision for pension scheme, including family pension.
   (iii) There is no wage limit to be covered under the Act.
   (iv) The Act has a provision relating to Employees’ Deposit-linked Insurance Scheme.
   (a) (i), (ii) and (iv)       (b) (i) and (iv)
   (c) (ii), (iii) and (iv)    (d) (i), (iii) and (iv)

2. What is the present wage limit to be eligible to be covered under the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952?
   (a) ₹ 6,000
   (b) ₹ 6,500
   (c) ₹ 15,000
   (d) ₹ 14,500

3. The Act is applicable to every establishment which is a factory engaged in any industry specified in Schedule I and in which ______ persons are employed.
   (a) 20
   (b) 10 or more
   (c) 20 or more
   (d) 15 or more

4. What are the emoluments earned by the employees which do not come under the definition of ‘Basic Wages’ in Employees’ Provident Funds and Miscellaneous Provisions Act, 1952?
   (i) All emoluments which are earned by an employee while on duty or on leave or on holidays with wages in either case in accordance with the terms of the contract of employment and which are paid or payable in cash to him
   (ii) The cash value of any food concession
   (iii) Any dearness allowance, house rent allowance, overtime allowance, bonus, commission or other similar allowance payable to the employee in respect of his employment or of work done in such employment
   (iv) Any presents made by the employer
   (a) (i) and (ii)       (b) (ii) and (iv)
   (c) (i), (ii) and (iii)    (d) (ii), (iii) and (iv)

5. The chairman and members of Central Board constituted under Employees’ Provident Fund are appointed by ________________.
   (a) Central Government
   (b) State Government
   (c) Supreme Court
   (d) None of the above
6. Under Provident Funds and Miscellaneous Provisions Act, 1952, how many members are appointed by the Central Government in Central Board representing employees in the establishments to which the Scheme applies?
(a) 15  
(b) 10  
(c) 12  
(d) 20

7. The accounts of the Central Board is audited annually by ___________.
(a) Central Provident Fund Commissioner  
(b) Any auditor appointed by Central Government  
(c) Comptroller and Auditor-General of India  
(d) Any auditor appointed by the Chairman of Central Board

8. The contribution which shall be paid by the employer to the Fund shall be ___________.
(a) 6%  
(b) 7%  
(c) 10%  
(d) 11%

9. An employer who contravenes or makes default in complying with the provisions of Section 6 of this Act shall be punishable with imprisonment for a term which may extend to ___________ years.
(a) 3  
(b) 2  
(c) 1  
(d) 5

10. This Provident Funds and Miscellaneous Provisions Act, 1952 shall not apply to any establishment registered under the Co-operative Societies Act, 1912 (2 of 1912), employing less than ___________ persons and working without the aid of power.
(a) 20  
(b) 50  
(c) 100  
(d) 70

11. No court inferior to that of ___________ class shall try any offence under this Provident Funds & Miscellaneous Provision Act 1952.
(a) High Court  
(b) Munsif Court  
(c) Presidency Magistrate or a Magistrate of the first class  
(d) Supreme Court

12. Which of the following statements about Central Board are true?
(i) The Central Provident Fund Commissioner is the ex-officio member of the Central Board  
(ii) The Central Board shall maintain proper accounts of its income and expenditure in such form and in such manner as the Central Government may, after consultation with the Comptroller and Auditor-General of India, specify in the Scheme  
(iii) Central Board shall submit annual report of its work and activities to the Central Government  
(a) (i) and (ii)  
(b) (ii) and (iii)  
(c) (i) and (iii)  
(d) (i), (ii) and (iii)
All in One Multiple Choice Questions

13. Employees’ Provident Funds Appellate Tribunal was constituted under Section __________________ of Provident Funds and Miscellaneous Provision Act 1952.
   (a) Section 7D  (b) Section 6A
   (c) Section 7C  (d) Section 6D

   (a) Medical Insurance Fund  (b) Deposit Linked Insurance Scheme
   (c) Unit Linked Insurance Plan  (d) Employees’ Group Accident Insurance

15. The Central Government has amended the ceiling for contributions under the Employees’ Provident Fund and Miscellaneous Provisions Act, 1952 (EPF Act) and the Employees’ Provident Fund and Miscellaneous Provisions Scheme, 1952 (EPF Scheme) from __________ to __________ with effect from 1st September, 2014.
   (a) ₹ 7,500/- to ₹ 15,000/-  (b) ₹ 6,500/- to ₹ 13,000/-
   (c) ₹ 6,500/- to ₹ 15,000/-  (d) ₹ 5,000/- to ₹ 12,000/-

16. Employer’s share of contribution to the Provident Fund is ____________.
   (a) 8.33%  (b) 12%
   (c) 3.67%  (d) 4.75%

17. 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

18. Section 2(i-a) of PF Act, 1952 defines ____________.
   (a) Member  (b) Insurance
   (c) Insurance Fund  (d) None of these

19. The Insurance Scheme is framed under sub-section (1) of ____________ of the PF Act, 1952.
   (a) Section 8-A  (b) Section 7-B
   (c) Section 6-C  (d) Section 5-D

20. The term “Member” is defined in the ____________ of the PF Act, 1952.
   (a) Section 2(j)  (b) Section 2(u)
   (c) Section 2(m)  (d) Section 2(p)

21. Employee’s share of contribution to the provident fund is ____________.
   (a) 8.33%  (b) 12%
   (c) 3.67%  (d) 4.75%

22. Section 2(k-A) of the PF Act, 1952 defines ____________.
   (a) Occupier of the Factory  (b) Pension Fund
   (c) Establishment  (d) Pension Scheme

23. The Employees’ Pension Fund is established under sub-section (2) of ____________.
   (a) Section 8-A  (b) Section 7-A
   (c) Section 6-A  (d) Section 5-A
24. Section 2(kb) of the PF Act, 1952 defines _____________.
   (a) Recovery Amount  (b) Recovery Office
   (c) Recover Officer    (d) Repayment Amount

25. Section 2(ll) of the PF Act, 1952 defines _____________.
   (a) Superannuation    (b) Annual Salary
   (c) Scheme Policies    (d) Recovery

26. The Employees’ Provident Funds Appellate Tribunal which is constituted under section 7-D
    is defined under which section?
   (a) Section 2(j)      (b) Section 2(k)
   (c) Section 2(l)      (d) Section 2(m)

27. Which section defines term exempted employee under Provident Fund Act, 1952?
   (a) Section 2(c)      (b) Section 2(f)
   (c) Section 2(h)      (d) Section 2(g)

28. What is pensionable salary?
   (a) Average of last 6 months pay (b) Average of last 12 months pay
   (c) Average of last 5 years pay   (d) Average of total salary received

29. Service needed to qualify for Employee Pension Scheme is
   (a) 10 yrs             (b) 8 years
   (c) 7 yrs             (d) 5 years

30. Which purpose does not entitle an employee to take advance from Provident Fund?
   (a) Hospitalization lasting for 1 month or more
   (b) Payment of premium towards policy
   (c) Advance for home appliances
   (d) Purchasing dwelling house

31. Under the Payment of Gratuity Act, 1972, the maximum gratuity payable is _____________.
   (a) `10 lakhs        (b) `8 lakhs
   (c) `5 lakhs         (d) `3.5 lakhs

32. What is the qualifying service to claim gratuity?
   (a) 15 years         (b) 10 years
   (c) 5 years          (d) No such prescription

33. The eligibility condition for obtaining gratuity under the Payment of Gratuity Act, 1972 is
    _____________.
   (a) Completion of 2 years of service (b) Completion of 3 years of service
   (c) Completion of 4 years of service (d) Completion of 5 years of service

34. The maximum amount of gratuity has now been enhanced to `10 lakhs from _____________.
   (a) `2.5 lakhs        (b) `3.5 lakhs
   (c) `5 lakhs          (d) `7.5 lakhs
35. Payment of Gratuity Act, 1972 is applicable to every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishment in a State, in which __________ persons are or were employed on any day in the preceding 12 months.
   (a) 10 or more   (b) 10
   (c) 10 or more   (d) 20

36. For every completed year of service or part thereof in excess of six months, the employer shall pay gratuity to an employee at the rate of __________ days’ wages based on the rate of wages last drawn by the employee concerned.
   (a) 25 days   (b) 15 days
   (c) 30 days   (d) 7 days

37. In the case of a monthly rated employee, the fifteen days’ wages shall be calculated by dividing the monthly rate of wages last drawn by him by __________ and multiplying the quotient by fifteen.
   (a) 30   (b) 15
   (c) 26   (d) 25

38. In the case of an employee who is employed in a seasonal establishment and who is not so employed throughout the year, the employer shall pay the gratuity at the rate of __________ days’ wages for each season.
   (a) 14 days   (b) 15 days
   (c) 10 days   (d) 7 days

39. The employer shall arrange to pay the amount of gratuity within __________ days from the date it becomes payable.
   (a) 30 days   (b) 15 days
   (c) 60 days   (d) 75 days

40. Appeal on the decision of controlling authority should be preferred within __________ days from the date of the order.
   (a) 30 days   (b) 60 days
   (c) 15 days   (d) 75 days

41. The formula for calculating gratuity is __________.
   (a) Gratuity = (Monthly Salary/25) × 15 × Number of Years of Service
   (b) Gratuity = (Monthly Salary/30) × 15 × Number of Years of Service
   (c) Gratuity = (Monthly Salary/26) × 15 × Number of Years of Service
   (d) Gratuity = (Monthly Salary/15) × 15 × Number of Years of Service

42. Which of the following is wrong statement?
   (a) No gratuity payable under the Act shall be liable to attachment in execution of any decree or order of any civil, revenue or criminal court.
   (b) The Payment of Gratuity (Amendment) Act, 1987 has prescribed provisions for compulsory insurance for employer’s liability for payment towards the gratuity under the Act from the Life Insurance Corporation of India or any other prescribed Insurer.
(c) Once the Payment of Gratuity Act becomes applicable to the establishment, a notice in Form ‘A’ has to be given by the employer to the controlling authority within 30 days. Notice in Form ‘B’ is to be given to the controlling authority within 30 days of any change in name, address, employer or nature of business. If an employer proposes to close down the business, he shall submit a notice in Form ‘C’ to the Controlling Authority at least 60 days before the intended closure.

(d) This Act is not applicable to public charitable and religious trusts.

43. For avoiding any payment knowingly by making any false statement or representation shall be punishable with __________.
   (a) imprisonment upto 3 months or fine upto ₹ 10,000/- or both
   (b) imprisonment upto 6 months or fine upto ₹ 10,000/- or both
   (c) imprisonment upto 3 months or fine upto ₹ 20,000/- or both
   (d) imprisonment upto 6 months or fine upto ₹ 20,000/- or both

44. Failure to comply with any provision of the Act or Rules shall be punishable with __________.
   (a) imprisonment upto 1 year or with fine extend upto ₹ 10,000/- or with both
   (b) imprisonment upto 1 year or with fine extend upto ₹ 20,000/- or with both
   (c) imprisonment upto 2 years or with fine extend upto ₹ 20,000/- or with both
   (d) imprisonment upto 2 years or with fine extend upto ₹ 50,000/- or with both

45. Which section deals with the determination of the amount of gratuity?
   (a) Section 10  (b) Section 8  (c) Section 7  (d) Section 9

46. As per Payment of Gratuity Act 1972 how much time it takes for an employee who wants to acquire a family nomination who has no family at the time of making nomination?
   (a) 15 days  (b) 30 days  (c) 60 days  (d) 90 days

47. What, as per Payment of Gratuity Act, 1972 is the maximum imprisonment term for the purpose of avoiding any payment?.
   (a) 1 year  (b) 2 years  (c) 3 years  (d) 5 years

48. __________ it takes for gratuity became payable to an employee who had applied as per Payment of Gratuity Act 1972.
   (a) 15 days  (b) days  (c) 60 days  (d) 90 days

49. What is the duration within which the receipt of nomination in Form ‘F’ under sub-rule (1), the employer shall get the service particulars of the employee, as mentioned in the form of nomination, verified with reference to the records of the establishment and return to the employee, as per the Payment of Gratuity Act, 1972?
   (a) 7 days  (b) 10 days  (c) 15 days  (d) 30 days
50. Payment of Gratuity Act was introduced in the year ____________.
   (a) 1923       (b) 1961
   (c) 1972       (d) 1976

Answer Key of Chapter 4

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1. Employee’s State Insurance Act, 1948 does not provide ____________.
   (a) Sickness Benefit (b) Unemployment Allowance
   (c) Children’s’ Allowance (d) Disablement Benefit

2. Under ESI Act, 1948 a member of the Corporation, Standing Committee or the Medical Council shall cease to be a member of the body if he fails to attend ____________.
   (a) Two consecutive meetings (b) Three meetings intermittently
   (c) Three consecutive meetings (d) Four consecutive meetings

3. Schedule I of the ESI Act, 1948 has ____________.
   (a) List of injuries deemed to result in permanent total disablement
   (b) List of injuries deemed to result in permanent partial disablement
   (c) List of occupational diseases
   (d) None of the above

4. The Workmen’s Compensation Act, 1923, the Maternity Benefit Act, 1965 and the Employees’ State Insurance Act, 1948 ____________.
   (a) If the Workmen’s Compensation Act and the Maternity Benefit Act are applicable, the Employees’ State Insurance Act is not applicable.
   (b) The Maternity Benefit Act and the Employees’ State Insurance Act can be applicable at a time.
   (c) The Workmen’s Compensation Act and the Employees’ State Insurance Act can be applicable at a time.
   (d) Together can be applicable.

5. ‘Exempted employee’ under the Employees’ State Insurance Act, 1948 is ____________.
   (a) Employee who is minor
   (b) Employee who is not liable under the Act to pay the employee’s contribution
   (c) Minor employee who is not liable under the Act to pay the employee’s contribution
   (d) None of the above

6. Legislations based on the recommendations of the B.P. Adarkar Committee Report:
   (a) Maternity Benefit Act
   (b) Employees’ Compensation Act
   (c) Employees’ Provident Funds Act
   (d) Employees’ State Insurance Act, 1948

7. Unemployment allowance’ payable is stated in ____________.
   (a) Employee State Insurance Act, 1948
   (b) Unorganized Sector Workers Social Security Act, 2005
   (c) Factories Act, 1948
   (d) None of the above
8. Legislations extends some sort of benefit to retired employees also is ___________.
   (a) Maternity Benefit Act  (b) Employees’ State Insurance Act
   (c) Employees’ Compensation Act  (d) Payment of Bonus Act

9. Employees’ share of contribution under the ESI Act is ___________.
   (a) 1.2%  (b) 8.33%
   (c) 1.75%  (d) 4.15%

10. What is the wage limit for employees to be covered under the Employees’ State Insurance Act as per the latest amendment?
    (a) ₹ 15,000 per month  (b) ₹ 18,000 per month
    (c) ₹ 20,000 per month  (d) ₹ 25,000 per month

11. Legislations in India is governed by a tripartite organization consisting of representatives of labour, management and Government?
    (a) Industrial Disputes Act  (b) ESI Act
    (c) Maternity Benefit Act  (d) Payment of Bonus Act

12. As per the latest amendment under the ESI Act, 1948, ____________ is now available to persons under voluntary retirement scheme also.
    (a) Medical Treatment  (b) Maternity Benefits
    (c) Children’s Allowance  (d) Disablement Benefit

13. The employer’s share of contribution under the ESI Act is ___________.
    (a) 12%  (b) 8.33%
    (c) 1.75%  (d) 4.75%

14. Employees who are getting a daily average wages up to __________ are exempted from contributing employees’ share of ESI contribution.
    (a) ₹ 70  (b) ₹ 50
    (c) ₹ 100  (d) ₹ 384.60

15. The age of dependent for obtaining dependent’s benefit under the Employees’ State Insurance Act has now been enhanced from 18 years to ___________.
    (a) 20 years  (b) 22 years
    (c) 24 years  (d) 25 years

16. Which labour legislations is implemented only by the Central Implementation Machinery?
    (a) Industrial Disputes Act  (b) Trade Unions Act
    (c) Employees’ State Insurance Act  (d) Maternity Benefit Act

17. Under Section 2(12), the Act is applicable to non-seasonal factories employing __________ persons.
    (a) 5 or more  (b) 10 or more
    (c) 20 or more  (d) 25 or more

18. The State Governments, as per provisions of the Act, contribute 1/8th of the expenditure of medical benefit within a per capita ceiling of __________ per Insured Person per annum.
    (a) ₹ 850/-  (b) ₹ 1,000/-
    (c) ₹ 1,500/-  (d) ₹ 2,000/-
19. Retired and permanently disabled insured persons and their spouses are provided with medical care on payment of a token annual premium of ____________.
   (a) ₹ 75/-  (b) ₹ 125/-
   (c) ₹ 100/-  (d) ₹ 120/-.  
20. Cash compensation at the rate of 70% of wages is payable to insured workers during the periods of certified sickness for a maximum of ____________ days in a year.
   (a) 91 days  (b) 100 days
   (c) 75 days  (d) 90 days  
21. In order to qualify for sickness benefit, the insured worker is required to contribute for ____________ days in a contribution period of 6 months.
   (a) 75 days  (b) 78 days
   (c) 79 days  (d) 80 days  
22. In the case of 34 malignant and long-term diseases, Extended Sickness Benefit is extendable upto two years at an enhanced rate of ____________ of wages.
   (a) 90%  (b) 75%
   (c) 80%  (d) 85%  
23. Enhanced Sickness Benefit equal to full wage is payable to insured persons undergoing sterilization for ____________ for male and female workers respectively.
   (a) 5 days and 14 days  (b) 6 days and 10 days
   (c) 14 days and 7 days  (d) 7 days and 14 days  
24. Maternity Benefit for confinement/pregnancy is payable for three months, which is extendable by further one month on medical advice at the rate of full wage subject to contribution for ____________ in the preceding year.
   (a) 70 days  (b) 91 days
   (c) 75 days  (d) 65 days  
25. For physically disabled persons, minimum wage limit for availing ESIC Benefits is ____________.
   (a) ₹ 15,000/-  (b) ₹ 20,000/-
   (c) ₹ 25,000/-  (d) ₹ 50,000/-  
26. Amount payable to the dependents for funeral expenses is ____________.
   (a) ₹ 5,000/-  (b) ₹ 10,000/-
   (c) ₹ 12,000/-  (d) ₹ 15,000/-  
27. If an Insured Women or an I.P. in respect of his wife confinement occurs at a place where necessary medical facilities under ESI Scheme are not available, how much amount shall be payable per case for two confinements only?
   (a) ₹ 10,000/-  (b) ₹ 2,500/-
   (c) ₹ 7,500/-  (d) ₹ 5,000/-
28. Dependents’ benefit is paid at the rate of _____________ of wage in the form of monthly payment to the dependants of a deceased insured person in cases where death occurs due to employment injury or occupational hazards.
   (a) 90%  (b) 50%
   (c) 75%  (d) 80%

29. An employer is liable to pay his contribution in respect of every employee and deduct employee’s contribution from wages bill and shall pay these contributions at the specified rates to the Corporation within _____________ days of the last day of the calendar month in which the contributions fall due.
   (a) 7  (b) 15
   (c) 21  (d) 30

30. Labour Legislations provides comprehensive benefits to industrial workers in India:
   (a) Employee Provident Funds Act  (b) Employees’ Compensation Act
   (c) Employees’ State Insurance Act  (d) Maternity Benefit Act

31. Under Workmen’s Compensation Act, 1923, _____________.
   (a) Individual manager subordinate to an employer cannot act as managing agent.
   (b) Managing agent includes an individual manager subordinate to an employer.
   (c) Only employer can act as managing agent.
   (d) The appropriate government shall appoint managing agent.

32. **Assertion (A):** Provisions of Employees’ Compensation Act and Maternity Benefit Act do not apply to all industries.
   **Reason (R):** Employees’ Compensation Act is comprehensive social security legislation.
   (a) (A) is wrong, but (R) is right.
   (b) (A) is right, but (R) does not related to the (A).
   (c) (A) and (R) are right, and (R) validates the (A).
   (d) (A) and (R) are wrong.

33. Who shall be held responsible for paying compensation as per law when working at the construction of a multi-storeyed building of a company, a worker employed by a ‘contractor’, supplied by a ‘sirdar’, faced an accident and became temporarily disabled.
   (a) The contractor who employed the worker
   (b) The sirdar who supplied the worker
   (c) Both (a) and (b)
   (d) None of the above

34. No contribution is required for getting benefit under which of the following legislations?
   (a) Maternity Benefit Act  (b) Employees’ Compensation Act
   (c) Both under (a) and (b)  (d) None of the above
35. The workman or his assignee can make an application to the appropriate government for the recovery within the period given below, if the money is due from the employer under the settlement or award,
(a) One year
(b) One year and also after the said period of the appropriate government is satisfied that the applicant has sufficient cause for not making the application within one year
(c) Two years
(d) Three years
36. Name of ____________ legislations has been recently changed.
(a) Workmen’s Compensation Act (b) Employees’ State Insurance Act
(c) Maternity Benefit Act (d) Payment of Gratuity Act
37. Statements relating to the Employees’ Compensation Act is not correct:
(a) This Act has a link with the Workmen’s Compensation Act.
(b) This Act is the outcome of the amendment that was made to the Workmen’s Compensation Act.
(c) This Act does not have any provision relating to temporary disablement of workmen.
(d) This Act has a provision relating to permanent partial disablement.
38. If there is willful removal or disregard by the workman of any safety guard or other device which he knew to have been provided for the purpose of securing safety of workman,
(a) Employer is liable to pay compensation
(b) Employer is not liable to pay compensation
(c) Appropriate government is liable to pay compensation
(d) The Trade Union is liable to pay compensation
39. In case of fatal accident if the Commissioner serves notice to the employer based on his source, ____________.
(i) The employer can neglect the notice.
(ii) If the employer thinks liable, he shall make the deposit within sixty days of the service of notice.
(iii) If the employer thinks liable, he shall make the deposit within thirty days of the service of notice.
(iv) If the employer is not liable, he shall in his statement indicate the grounds on which he disclaims liability.
(a) All statements are correct.
(b) All statements are incorrect.
(c) Only (i) and (iv) are correct.
(d) Only (iii) and (iv) are correct.
40. Under Workmen’s Compensation Act, 1923, which of the following are considered as dependent of deceased workman for the purpose of paying compensation?
(i) a minor brother or an unmarried sister or a widowed sister
(ii) a widowed daughter-in-law
(iii) a minor child of a pre-deceased son
(iv) a minor child of a pre-deceased daughter where no parent of the child is alive
(v) a paternal grandparent if no parent of the workman is alive;
(a) (i), (ii) and (v)
(b) (i), (ii), (iii) and (iv)
(c) (i), (ii), (iii) and (v)
(d) (i), (ii), (iii), (iv) and (v)

41. Under Workmen’s Compensation Act, employer shall not be liable to pay compensation in respect of any injury which does not result in the total or partial disablement of the workman for a period exceeding ___________ days.
(a) 2
(b) 3
(c) 5
(d) 7

42. Under Workmen’s Compensation Act, employer shall not be liable to pay compensation in case of any injury not resulting in death or permanent total disablement caused by an accident
(a) Under the influence of drink or drugs
(b) Due to the willful disobedience of the workman to an order expressly given or to a rule expressly framed for the purpose of securing the safety of workmen
(c) Due to the willful removal of any safety guard or other device by workmen provided for the purpose of securing the safety of workman
(d) All of the above

43. Basic compensations given to employees as salaries or wages are called ____________.
(a) base pay
(b) wages
(c) variable pay
(d) salaries

44. Payments made to employees without taking hours for which they worked into consideration are called ____________.
(a) base pay
(b) wages
(c) variable pay
(d) salaries

45. Most common and usual form of direct compensation paid in organizations is ____________.
(a) Base pay and benefits
(b) Base and variable pay
(c) Variable pay and benefit
(d) All of the above

46. For Compensation under Workmen’s Compensation Act, any workman can file suit and had to establish ____________.
(a) That this injury was the result of an accident with his employment
(b) That the employer was somehow responsible for accident
(c) Establish amount of compensation due to his injury
(d) All of the above

47. Compensation means compensation provided for by Workmen’s Compensation Act in ____________.
(a) Section 2(1-a)
(b) Section 2(1-b)
(c) Section 2(1-c)
(d) Section 2(1-d)
48. Commissioner means a Commissioner for Workmen’s Compensation appointed under
______________________.
(a) Section 20  (b) Section 21
(c) Section 22  (d) Section 23

49. Dependant means following relatives of a deceased workman:
(a) Widower
(b) A parent other than a widowed mother
(c) A minor brother or unmarried sister
(d) Any of the above

50. In case of an injury caused by an accident, a workman has the following:
(a) He can claim compensation under Workmen’s Compensation Act
(b) He can claim damages in torts
(c) He can claim under the Employers’ Liability Act
(d) Any of the above

Answer Key of Chapter 4

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