

MCQ CHALLENGER SERIES

WITH

CMA INTER LAW

JUNE 2024

<u>Topics Covered</u>	<u>Date</u>
Industrial Laws & Ethics	18th May
Company Law	20th May
Commercial Laws	22nd May

LIVE - 7:30 pm Onwards



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CA SHIVANGI AGRAWAL





MCQs for Class Discussion

1. Mr. Hanuman is a worker in a factory and has been getting wages in accordance with Code on Wages. However, for certain reasons, the manager dismissed him on 18th June 2024(Saturday) but his wages have not been paid. By when should his wages be paid?

a. By 21 st June	b. By Next Saturday
c. At the time of dismissal	d. By 20 th June

2. If there is a dispute as to the amount of gratuity payable to the employee, the employer shall deposit the gratuity with the

a. State Board	b. Controlling Authority
c. State or Central Board	d. All of the above

3. The role of Management Accounting is not described as-

a. Scorekeeping	b. Problem Solving
c. Cost Reduction	d. Attention Directing

4. Selflessness means that the holders of public office should act solely in terms of the

a. Government interest	b. Public interest
c. Company interest	d. All of the above

5. Subject to the approval of P. F. Commissioner withdrawal from the Provident Fund may be allowed up to

a. 25% of the balance.	b. 50% of the balance.
c. 75% of the balance.	d. 100% of the balance.

6. No fine imposed on any employee shall be recovered from him after expiry of ----- days on which it was imposed.

a. 30	b. 90
c. 60	d. 45

7. Provisions for cool drinking water during hot weather shall be made where more than

a. 150 workers are employed.	b. 250 workers are employed.
c. 350 workers are employed.	d. 500 workers are employed.

8. Business ethics calls for avoidance of

a. Self-interest	b. Competition
c. Monopoly	d. Publicity

9. Which one of the following will not be included in the definition of wages under Payment of Gratuity Act, 1972?

a. Dearness Allowance	b. Overtime
c. Cash value for consideration	d. All of the above

10. Which among the following is a principle of Public Life?

a. Honesty	b. Dedication
c. Consistency	d. Commitment

11. Provisions of EPF & Miscellaneous Provision Act, 1952 are applicable to Cinema/Theatre employing:

a. 10 or more persons	b. 20 or more persons
c. 5 or more persons	d. 15 or more persons

12. In which of the following manner, the employer may fix wage period as per Code of Wages, 2019?

- (i) Daily
(ii) Weekly
(iii) Fortnightly
(iv) Monthly

a. (i), (ii) and (iv)	b. (i) and (ii)
c. (i), (ii), (iii) and (iv)	d. Only (iv)

13. The term 'family' as defined in ESI Act, 1948 does not include:

a. A spouse	b. A minor adopted child
c. A dependent unmarried daughter	d. An independent married sister

14. A factory employs 250 workers. All the workers including workers above 60 years of age and below 15 years of age went on strike. The employer.

a. can deduct fine from all the workers	b. cannot deduct fine from workers who are under the age of 15
c. no fine can be imposed from workers who are 60 years and above	d. cannot deduct any fine from any worker.

15. There is a factory located in the state of Uttar Pradesh where usually painting is done once in 10 years. It has wooden metallic doors and should be painted or varnished once in every-

a. 6 Months	b. 5 Years
c. 10 years	d. Annually

16. Shelter rooms with suitable lunch rooms are to be provided, if more than ____ workers are employed.

a. 100	b. 250
c. 500	d. None of the above

17. The term 'ethics' derived from Latin word 'ethos' which means-

a. Values	b. Policy
c. Character	d. Behaviour

18. Compensatory holidays are to be availed within ____ month.

a. 1 month	b. 2 months
c. 6 months	d. 9 months

19. Weekly holiday shall be _____

a. First day of the week;	b. Last day of the week;
c. Third day of the week;	d. None of the above.

20. The gratuity is payable to an employee shall not exceed

a. 12 months pay;	b. 16 months pay;
c. 20 months pay;	d. 24 months pay;

21. The employer shall display an abstract of the Payment of Gratuity Act and the Rules in Form No-

a. U	b. H
c. O	d. N

22. In how many days the site appraisal committee is required to report its recommendations to the State Government.

a. 30 days	b. 90 days
c. 60 days	d. 15 days

23. If an employer intends to close the business he is to send notice to the Controlling Authority within _____ before the intended closure.

a. 10 days;	b. 30 days;
c. 60 days;	d. 90 days;

24. Which will not amount to service of notice under the rule?

a. Personal service;	b. By registered post;
c. By courier;	d. Both a and b.

25. Contribution of 10% to PF is applicable to

a. Any establishment in which less than 20 employees are employed;	b. Any establishment declared as sick industrial company;
c. Jute company;	d. All of the above.

26. The minimum administrative charge payable by the employer to the fund is

a. Rs.75	b. Rs. 500
c. Rs. 1,000	d. None of the above

27. The maximum penalty recoverable from the employer who makes the default in payment of any contribution to the fund is

a. 5%	b. 10%
c. 15%	d. 25%

28. Nomination for Gratuity is to be made by an employee----- in form-----

a. Immediately on his appointment, Form F	b. After completion of one year service, Form F
c. After he is made permanent, Form U	d. None of the above.

29. Withdrawal from PF may be allowed for

a. Marriage of the employer;	b. Post matriculation education of children;
c. For the purchase of a dwelling place;	d. For illness in certain cases.

30. The following cannot be nominated for the purposes of EPF Act

a. Wife;	b. Sons of a deceased sons who have attained majority;
c. Father in law;	d. Unmarried daughter.

31. While filing appeal to EPF Appellate Tribunal the employer has to deposit __ of the amount due from him.

a. 25%	b. 50%
c. 75%	d. None of the above.

32. A member of the Corporation shall cease to be a member if he fails to attend _____ consecutive meeting.

a. 3	b. 5
c. 7	d. None of these

33. Who will not the following be considered as an employee?

a. Canteen workers	b. Casual workers
c. Partners	d. Part time employee.

34. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 is applicable to an establishment engaged in any Industry specified in----

a. Schedule I	b. Schedule II
c. List specified by State Government	d. List Notified by Central Government

35. Who, among the following, is not the Principal Employer?

a. Occupier of the factory;	b. Owner of the factory;
c. Legal representative of the owner;	d. Legal representative of the contractor.

36. Seasonal factory is the one which is engaged for a period not exceeding _____ in a year

a. 7 months;	b. 6 months;
c. 3 months;	d. None of the above.

37. Which of the the following is not an advantage of business ethics:

a. Through increasing morale and trust business can increase their market share	b. Publicity due to well and ethical performance
c. Acceptance of products of the company by the public	d. Diversity in achievements

38. Which, among the following, will not be included in the definition of 'wages' according to Code on wages?

a. Retaining Allowance	b. House Rent Allowance
c. Dearness Allowance	d. None of the above

39. An employer is liable to pay his contribution in respect of every employee and deduct employees contribution from wages and shall pay them in a bank within ___ days of the last day of the calendar month in which the contribution fall due for any wage period.

a. 7	b. 14
c. 21	d. 30

40. Which of the following benefits have not been provided under the Employees' state Insurance Act, 1948?

a. Disablement Benefit	b. Children's Education Benefit
c. Sickness Benefit	d. Funeral Expenses

Questions for Self Practice

41. Ethics are the set of moral principles that guide a person's _____.

a. Behaviour	b. Philosophy
c. Religion	d. Profession

42. The employer's and employee's share of contribution of ESI fund is

a. 1.75% and 4.75% of wages respectively	b. 3.25% and 0.75% of wages respectively
c. 10% and 3.75% of wages respectively	d. 11% and 3.75% of wages respectively

43. The relationship between laws and ethics is:

a. Complex	b. Simple
c. Inexplicable	d. None of the above

44. Many laws are ___ to ethics of time:

a. Complimentary	b. Supplementary
c. Representative	d. None of the above

45. ESI Corporation is a

a. Partnership firm;	b. Limited Liability Partnership;
c. Body Corporate;	d. Hindu Undivided Family.

46. The minimum rate of wages on time work basis may be fixed in accordance with

a. by the hour; or	b. by the day; or
c. by the month	d. all of the above

47. Section ___ deal with Eligibility for Bonus.

a. 6	b. 8
c. 18	d. 26

48. Which does not amount to retirement?

a. Retrenchment;	b. Resignation;
c. Dismissal;	d. Superannuation.

49. Gratuity is payable to an employee

a. On his superannuation;	b. Retirement;
c. Retrenchment;	d. In all the above cases

50. Which one of the following amounts to safety measure under Factories Act, 1948?

a. Artificial Humidification	b. Ventilation
c. Fencing of factory	d. First aid appliances

51. Every Inspector-cum-Facilitator appointed under sub-section (1) shall be deemed to be public servant within the meaning of section ___ of the Indian Penal Code.

a. 15	b. 18
c. 21	d. 26

52. An appeal shall lie to High Court from the orders of ESI within ___ days from the date of order of the ESI Court.

a. 30	b. 60
c. 90	d. None of the above.

53. No female child shall be allowed to work in any factory except between-

a. 8 a.m., and 7 p.m.;	b. 6 p.m., and 6 a.m.,
c. 6 a.m., and 7 p.m.,	d. 10 p.m. and 5 a.m.,

54. Certificate of fitness to be young worker is to be granted by

a. Occupier of the factory	b. Inspector of the factory
c. Certifying surgeon	d. None of the above

55. Meta ethics deal with the nature of

a. External influences	b. Moral Judgement
c. Material facts	d. Personal rights

56. Moral management requires ethical

a. Customer	b. Market
c. Leadership	d. Producer

57. According to Factories Act, 1948 white wash or colour wash should be carried out at least once in every period of _____.

a. 14 months	b. 24 months
c. 48 months	d. 60 months

58. The age of an adolescent worker under Factories Act, 1948 is-

a. 10 years	b. 14 years
c. 18 years	d. 21 years

59. Nomination is to be filed in _____

a. Single form	b. Duplicate
c. Triplicate	d. Quadruplicate.

60. Applied Ethics deal with-

a. Moral Judgement	b. Ethical Principles
c. Controversial Topics	d. None of the above

Answer to MCQs

1	(a)	11	(c)	21	(a)	31	(c)	41	(a)	51	(c)
2	(b)	12	(c)	22	(b)	32	(a)	42	(b)	52	(b)
3	(c)	13	(d)	23	(c)	33	(c)	43	(a)	53	(a)
4	(b)	14	(b)	24	(c)	34	(a)	44	(c)	54	(c)
5	(c)	15	(b)	25	(d)	35	(d)	45	(c)	55	(b)
6	(b)	16	(d)	26	(b)	36	(a)	46	(d)	56	(c)
7	(b)	17	(c)	27	(d)	37	(d)	47	(d)	57	(a)
8	(c)	18	(b)	28	(b)	38	(b)	48	(d)	58	(b)
9	(b)	19	(a)	29	(c)	39	(c)	49	(d)	59	(b)
10	(a)	20	(c)	30	(b)	40	(b)	50	(c)	60	(c)

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