

TYBMS , SEM 5 , SUB : INDUSTRIAL RELATIONS MCQ's

1. Which of the following is usually not an objective of industrial relations?
 - a. Connectedness
 - b. Collective wisdom
 - c. Conflict prevention
 - d. None of the above
2. Identify the major actor of industrial relations from the following
 - a. Employers
 - b. Unions
 - c. Government
 - d. all of the above
3. That the authority rests solely with the management with no right to anyone to challenge it is the basis of the:
 - a. Pluralist approach
 - b. System approach
 - c. Unitary approach
 - d. Social action approach
4. The balance of power is not vested with anyone group; rather, it is maintained between the parties to the industrial relations." This is the essence of the:
 - a. Pluralist approach
 - b. System approach
 - c. Unitary approach
 - d. Social action approach
5. That the behaviour, actions and role of the individuals are primarily shaped by the cultures of the society is the basic assumption in the:
 - a. Pluralist approach
 - b. System approach
 - c. Unitary approach
 - d. Social action approach
6. Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalised society?
 - a. Marxist approach
 - b. Gandhian approach
 - c. Human relations approach
 - d. Giri approach
7. The utility of non-violence as the means of conflict resolution is the core principle of the:
 - a. Marxist approach
 - b. Gandhian approach
 - c. Human relations approach
 - d. None of these
8. "Organisations are made up of people and the success of management lies in its dealings with these people." This is the fundamental of the:
 - a. Marxist approach
 - b. Gandhian approach
 - c. Human relations approach

- d. Giri approach
- 9. Which of the following approaches assumes that voluntary negotiations between employers and employees are a means of settling disputes?
 - a. Marxist approach
 - b. Giri approach
 - c. Human relations approach
 - d. Gandhian approach
- 10. Which of the following approaches insists on investigating the underlying trends and patterns in the cause and effect of industrial disputes?
 - a. Gandhian approach
 - b. Giri approach
 - c. Industrial sociology approach
 - d. Pluralist approach
- 11. Productivity bargaining is considered as a classic example of the:
 - a. Oxford school approach
 - b. Giri approach
 - c. Human relations approach
 - d. Gandhian approach
- 12. Which Act provides for the provision of Medical Benefit to the insured employees?
 - a. Workmen Compensation Act, 1923
 - b. Employees State Insurance Act, 1948
 - c. Maternity Benefit Act, 1961
 - d. Contract Labour (Regulation and Abolition Act), 1970
- 13. The performance appraisal method which rates the appraisee on various parameters on a point scale is:
 - a. Critical Incident Method
 - b. MBO Method
 - c. Graphic Rating Sheet
 - d. Bell Curve Appraisal
- 14. Contract Labour (Regulation and Abolition Act), 1970 can be classified into the category of:
 - a. Social Security Act
 - b. Industrial Relations Act
 - c. Welfare Act
 - d. Commercial Act
- 15. Job Evaluation is a technique which aims at:
 - a. Establishing fair and equitable pay structure
 - b. Analysing of requirement of updating technology
 - c. Assessing safety requirement of jobs
 - d. Improving productivity
- 16. Under what circumstances the gratuity of an employee can be forfeited.
 - a. Wilful Omission or negligence
 - b. Termination for riotous or disorderly conduct
 - c. Offence involving moral turpitude
 - d. All of the above
- 17. Industrial Dispute Act, 1947 provides the following industrial relations machinery for *resolution* of conflicts: (Tick mark the wrong one):

- a. Negotiation
 - b. Conciliation
 - c. Meditation
 - d. Arbitration
18. When a young person joins an organisation he needs some senior person in whom he can confide and get advice and support. Such relationship may be called:
- a. Meritoring
 - b. Counselling
 - c. Listening
 - d. Understanding
19. As per Factories Act, 1948 canteen should be provided in factory where more than ____ workers are employed
- a. 100
 - b. 250
 - c. 600
 - d. 1000
20. The logical and possible sequences of positions that could be held by an individual based on what and how well he performs-in an organisation is called:
- a. Career
 - b. Career Anchors
 - c. Career Path
 - d. Succession Planning
21. Gratuity is paid to the employee for every completed year of service or part thereof in excess of six months at the rate of 15 days wages based on last drawn wages by the employee. While calculating the 15 days wages, the number of working days in a month are taken as _____
- a. 30
 - b. 31
 - c. 15
 - d. 26
22. Which Act of Parliament defines a 'trade union' and governs much of the law on industrial relations?
- a. The Trade Union Act 1955
 - b. The Trade Union and Labour Relations Act 2005
 - c. The Trade Union and Labour Relations (Consolidation) Act 1991
 - d. The Trade Union and Labour Relations (Consolidation) Act 1992
23. Under which of the following situations may a union refuse to admit a person or expel a member?
- a. Because they do not feel that they are a suitable member
 - b. Because of their financial means
 - c. Because of misconduct
 - d. Because of their current state of health
24. Who is responsible for the maintenance of the 'lists' of independent trade unions?
- a. The Health and Safety Executive
 - b. Acas
 - c. The Central Arbitration Committee
 - d. The Certification Officer
25. Which of the following best explains the term 'union ballots'?
- a. A ballot is the system by which union members vote for, e.g. industrial action.

- b. A ballot is the method by which a union recruits new members
 - c. A ballot is the method by which a union expels members
 - d. A ballot is the system by which union members put forward information for listing
26. What is meant by the term 'collective bargaining'?
- a. A process by which a union negotiates with suppliers for the provision of e.g. office furniture
 - b. A process by which a union meets with another union to discuss recruitment
 - c. A process by which a union recruits new members
 - d. A process by which a union negotiates with an employer on behalf of its members on matters concerning the terms and conditions of employment
27. Which of the following is not an 'industrial tort'?
- a. Gross misconduct
 - b. Conspiracy
 - c. Inducement
 - d. Intimidation
28. Which of the following can a union do once it is 'recognised'?
- a. Apply to engage in the 'closed shop'
 - b. Engage in collective bargaining with an employer
 - c. Apply to be referred to as a 'workplace union'
 - d. Apply for union status
29. Which of the following is not a characteristic of trade union?
- a. Voluntary association
 - b. Common goals
 - c. Intermediary
 - d. Individual actions
30. Which union is focused on making the skills of its members valuable and not easily replaceable in *organisations*?
- a. Industrial union
 - b. Occupational union
 - c. General union
 - d. White-collar union
31. A union meant to protect the interests and rights of the non-manual employees is called a:
- a. white-collar union
 - b. blue-collar union
 - c. brown-collar union
 - d. none of the *above*
32. Employees join unions to fulfil their ___ needs.
- a. Social
 - b. Esteem
 - c. Economic
 - d. all of the *above*
33. What should be the minimum number of person's required to register a trade union?
- a. Six
 - b. *Seven*
 - c. Eight

- d. nine
34. Which of the following is noted in your text as a current condition that makes it difficult to be specific about the nature of the employment relationship within organisations
- a. the nature of work within modern organisations
 - b. a major reconfiguration of the labour market in most industrialised economies
 - c. a blurring of traditional boundaries between workers and their employing organisations
 - d. all of the *above*
35. Which of the following is NOT one of the three major assumptions that underpin the concept of a 'contract of employment'
- a. that the relationship between employer and employee is an individual one, made between two parties of equal bargaining strength
 - b. that there is an imbalance of power between the two parties
 - c. it consists of a promise to work (or be available for work) for which payment is promised
 - d. since there has been a free exchange of promises, the two parties *have* reciprocal, but different rights and obligations
36. According to your text which of the following is true?
- a. Someone who accepts an offer of employment, whether or not the offer is in writing has entered into a binding contract of service
 - b. Contract of employment only exists where an offer of employment has been made in writing and is accepted in writing
 - c. Both (a) and (b) are true
 - d. Neither (a) nor (b) are true
37. Which of the following is NOT one of the sources from which the terms of a contract of employment can be derived?
- a. expressly agreed terms
 - b. collectively incorporated
 - c. distributive justice terms
 - d. terms implied by common law
38. Which of the following are sources from which the terms of contract of employment can be derived?
- a. custom and practice rules
 - b. works and organisational rules
 - c. legislative terms (statute law)
 - d. all of the above
39. Bain and Clegg (1974) argue that industrial relations are concerned with:
- a. the making and administering of rules that regulate the employment relationship in unionised firms, regardless of whether these are seen as formal or informal, structured or unstructured
 - b. the making and administering of rules that regulate the employment relationship in non-unionised firms, regardless of whether these are seen as formal or informal, structured or unstructured
 - c. the making and administering of rules that regulate the employment relationship, regardless of whether these are seen as formal or informal, structured or unstructured
 - d. none of the above
40. Your text argues that the mainstream school of industrial relations is underpinned by a philosophy that is
- a. Pluralist
 - b. Unitarist
 - c. non-interventionist

- d. radical
41. A criticism of the industrial relations perspective is that it:
- a. is too heavily in favour of trade unions
 - b. focuses primarily on the institutions of job regulation and conflict resolution to the exclusion of all else
 - c. is anti-trade union
 - d. ignores legal influences on the employment relationship
42. Which of the following is a key characteristic of Human Resource Management (HRM), as defined by Hendry and Pettigrew (1990)?
- a. a unitarist philosophy
 - b. a pluralist philosophy the matching of human resource activities to a clearly defined" business strategy
 - c. the matching of human resource activities to a clearly defined business strategy
 - d. an emphasis on extracting the maximum amount of effort from employees, for the minimum level of rewards
43. Storey (2001) distinguishes between two variants of HRM, which are:
- a. soft and hard
 - b. manipulative and consensual
 - c. traditional and innovative
 - d. none of the above
44. Which of the following is NOT one of the five shared properties of social exchange relationships given in your text?
- a. costs and benefits
 - b. unvoiced expectations and obligations
 - c. procedural justice
 - d. unequal power
45. Schein (1980) draws attention to the existence of three types of contract in the employment relationship, which are:
- a. formal, informal and psychological
 - b. legal, illegal and taken-for-granted
 - c. high-trust, low-trust and transactional
 - d. close, distant and exchanges
46. Who are the actors of Industrial Relations?
- a. Workers and their organisations
 - b. Employers and their organisations
 - c. Government and the role of the State
 - d. all of the above
47. Which is the machinery for settlement of Industrial Disputes?
- a. Industrial Tribunal
 - b. National Tribunal
 - c. Labour court
 - d. all of the above
48. First National Commission on Labour (NCL) submitted its report in the year:
- a. 1969
 - b. 1958
 - c. 1999

- d. 1947
- 49. Second National Commission on Labour (NCL) submitted its report in which year and under whose chairmanship?
 - a. 1999, Ravindra Varma
 - b. 2000, Ravindra Varma
 - c. 1998, B.P. Wadia
 - d. None of the above
- 50. Who among the following advocated the Trusteeship Theory of Industrial Relations?
 - a. M. K. Gandhi
 - b. N. M. Lokhande
 - c. V. V. Giri
 - d. Karl Marx
- 51. Which of the following are approaches to Industrial relations?
 - a. System Approach
 - b. Sociological Approach
 - c. Human Relations Approach
 - d. All of the above
- 52. Which of the following methods are used in Industrial Relations System?
 - a. Collective Bargaining
 - b. Discipline Procedure
 - c. Grievance Redressal Machinery
 - d. All of the above
- 53. Who has given the systems Theory of Industrial Relation?
 - a. Elton Mayo
 - b. Karl Marx
 - c. John Dunlop
 - d. Roethlisberger
- 54. Who has coined the term Industrial Democracy?
 - a. Karl Marx
 - b. Sydney and Beatrice Webbs
 - c. Peter F. Drucker
 - d. John Dunlop
- 55. A System of Industrial Relations where social and labour issues are discussed between Trade Unions and Management at enterprise level is:
 - a. Bipartism
 - b. Tripartism
 - c. Social Dialogue
 - d. All of the above
- 56. The first Factories Act was enacted in:
 - a. 1881
 - b. 1895
 - c. 1897
 - d. 1885
- 57. 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
58. 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
59. 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. 10
 - d. 11
60. The provision for cooling water during hot weather should be made by the organisation if it employs ____ or more employees
- a. 200
 - b. 250
 - c. 300
 - d. 150
61. 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
62. Which one of the following is not a welfare provision under Factories Act, 1948?
- a. Canteen
 - b. Creches
 - c. First Aid
 - d. Drinking water
63. First Aid Boxes is to be provided for ____ of persons
- a. 125
 - b. 135
 - c. 150
 - d. 160
64. Safety Officers are to be appointed if organisation is engaging ____ or more employees
- a. 1000
 - b. 2000
 - c. 500
 - d. 750
65. Canteen is to be provided if engaging employees more than ____ persons
- a. 250
 - b. 230
 - c. 300

- d. 275
66. Leave with wages is allowed for employees if they work for ___ days in a month
- 15
 - 25
 - 20
 - 28
67. Welfare Officers are to be appointed if organisation is engaging ___ or more employees
- 500
 - 250
 - 600
 - 750
68. The Ambulance Room is to be provided if the organisation is engaging employees more than ____
- 400
 - 350
 - 500
 - 450
69. Creche is to be provided if ___ or more lady employees are engaged
- 25
 - 32
 - 30
 - 40
70. An adult worker can work up to ___ hrs in a day as per regulations
- 8
 - 9
 - 10
 - 12
71. Obligations of Workers under the Factories Act 1947 was discussed in Section
- 78
 - 101
 - 111
 - 99
72. The term Sabbatical is connected with
- Paid leave for study
 - Paternity leave
 - Maternity leave
 - Quarantine leave
73. Section 49 of the Factories Act 1947 says about
- Welfare officer
 - Canteen
 - Rest room
 - Creche
74. Section 2 (K) of the Factories Act 1947 says about:
- Manufacturing Process

- b. Factory
 - c. Worker
 - d. None of these
75. 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
76. For contravention of provisions of Factories Act or Rules, the occupier shall liable for punishment up to:
- a. 2 years or fine up to ~ 1,00,000 or both
 - b. 6 months or fine upto 10, 000 or both
 - c. 3 three years or fine 10, 000 or both
 - d. None of these
77. 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, canteenshelter, 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
78. If any employee found violating the Section 20 of Factories Act 1947 shall be fine up to:
- a. 10
 - b. 5
 - c. 15
 - d. 20
79. 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
80. 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
81. 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
82. The license fee can be paid to get a license for a factory maximum upto:
- a. One Year only

- b. Two Years only
 - c. Three Years only
 - d. Five years only
- 83. 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
- 84. The Section 20 of the Factories Act discusses about:
 - a. Drinking Water
 - b. Lighting
 - c. Spittoons
 - d. Latrines and Urinals
- 85. The employment of young person on dangerous machines shall be prohibited the_____of Factories Act.1947
 - a. Section 21
 - b. Section 22
 - c. Section 23
 - d. Section 24
- 86. A suitable goggles shall be provided for the protection of persons employedin any factory is discussed in the _____
 - a. Section 36
 - b. Section 39
 - c. Section 40
 - d. Section 35
- 87. A half yearly return for every half of every calendar year, in duplicate in____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
- 88. An accident report shall be confirmed by the manager by sending a separate report in____with details of number of person killed or injured to 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
- 89. The particulars of the accident should be entered in separate registers kept as Accident Book for ESI office.
 - a. Form No. 14
 - b. Form No. 15
 - c. From No. 21
 - d. From No. 20
- 90. Section____of the Factories Act describes about the rights of the workers
 - a. 111

- b. 111A
 - c. 110
 - d. 112
91. 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
92. _____tries to secure for the workers employment conditions conducive to their health and safety
- a. Industrial Disputes Act 1947
 - b. Factories Act 1948
 - c. ESI Act 1948
 - d. Workmen Compensation Act 1923
93. In case of employee covered under the ESI, the accident report shall be sent in_____to Local office of the ESI to which the company's attached
- a. Form No. 18
 - b. Form No. 18 A
 - c. Form No. 25
 - d. Form No. 16
94. Under the Factories Act 1948, a register of Adult workers shall be maintained in
- a. From No. 25
 - b. Form No. 25 A
 - c. Form No. 12
 - d. Form No. 14
95. Under the Factories Act1948, a register of Muster roll shall be maintained in ____
- a. Form No. 25 B
 - b. Form No. 15
 - c. Form No. 25A
 - d. Form No. 25
96. Under the Factories Act 1948, an inspection book shall be maintained for exemptions granted or availed in Form No. ____
- a. 29
 - b. 27
 - c. 28
 - d. 26
97. 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
98. _____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
99. Section 19 of Factories Act discusses about the ____
- Drinking Water
 - Lighting
 - Latrines and Urinals
 - Artificial Humidification
100. _____ of the Factories Act discusses about the nomination of the manager of a factory
- Section 7 (e)
 - Section 7 (f)
 - Section 7 (g)
 - Section 7 (d)

Answers

1. (d)	2. (d)	3. (e)	4. (a)	5. (b)	6. (a)	7. (b)	8. (e)	9. (b)	10. (e)
11. (a)	12. (b)	13. (e)	14. (e)	15. (a)	16. (d)	17. (e)	18. (a)	19. (b)	20. (e)
21. (d)	22. (d)	23. (e)	24. (d)	25. (a)	26. (d)	27. (a)	28. (b)	29. (d)	30. (b)
31. (e)	32. (d)	33. (b)	34. (d)	35. (b)	36. (e)	37. (e)	38. (d)	39. (e)	40. (e)
41. (b)	42. (e)	43. (a)	44. (e)	45. (a)	46. (d)	47. (d)	48. (a)	49. (a)	50. (a)
51. (d)	52. (d)	53. (e)	54. (b)	55. (a)	56. (a)	57. (a)	58. (a)	59. (e)	60. (b)
61. (e)	62. (d)	63. (e)	64. (a)	65. (a)	66. (e)	67. (a)	68. (e)	69. (e)	70. (b)
71. (e)	72. (a)	73. (a)	74. (a)	75. (a)	76. (a)	77. (a)	78. (b)	79. (d)	80. (e)
81. (b)	82. (d)	83. (b)	84. (e)	85. (e)	86. (d)	87. (b)	88. (b)	89. (b)	90. (b)
91. (a)	92. (e)	93. (d)	94. (e)	95. (d)	96. (e)	97. (d)	98. (e)	99. (e)	100. (b)