

Online Examinations (Even Sem/Part-I/Part-II Examinations 2020 - 2021)

Course Name - –Industrial Relations and Labour laws

Course Code - BCM603

* You can submit the form ONLY ONCE.

* Fill the following information for further process.

* Required

1. Email *

2. Name of the Student *

3. Enter Full Student Code *

4. Enter Roll No *

5. Enter Registration No *

6. Enter Course Code *

7. Enter Course Name *

8. *

Mark only one oval.

- Diploma in Pharmacy
- Bachelor of Pharmacy
- B.TECH.(CSE)
- B.TECH.(ECE)
- BCA
- B.SC.(CS)
- B.SC.(BT)
- B.SC.(ANCS)
- B.SC.(HN)
- B.Sc.(MM)
- B.A.(MW)
- BBA
- [B.COM](#)
- B.A.(JMC)
- BBA(HM)
- BBA(LLB)
- B.OPTOMETRY
- B.SC.(MB)
- B.SC.(MLT)
- B.SC.(MRIT)
- B.SC.(PA)
- LLB
- [B.SC\(IT\)-AI](#)
- B.SC.(MSJ)
- Bachelor of Physiotherapy
- B.SC.(AM)
- Dip.CSE
- Dip.ECE
- [DIP.EE](#)
- DIP.CE

- [DIP.ME](#)
- PGDHM
- MBA
- M.SC.(BT)
- M.TECH(CSE)
- LLM
- M.A.(JMC)
- M.A.(ENG)
- M.SC.(MATH)
- M.SC.(MB)
- MCA
- M.SC.(MSJ)
- M.SC.(AM)
- M.SC.CS)
- M.SC.(ANCS)
- M.SC.(MM)
- B.A.(Eng)

Answer all the questions. Each question carry one mark.

9. 1. Parties to industrial relations are

Mark only one oval.

- ILO, Board of Directors, Association of employers
- ILO, Government, IMF
- ILO, Government, Association of employers
- Government, Board of Directors, Association of employees

10. 2. Which of the following department has major interest in harmonious industrial relations

Mark only one oval.

- Finance
- Production
- HR
- All of these

11. 3. The following is (are) included in ILO's standards with regard to industrial relations

Mark only one oval.

- Right of association
- Right to organize and collective bargaining
- Tripartite consultants
- All of these

12. 4. A proactive industrial relations programme must cover the following decision(s)

Mark only one oval.

- Communication
- Competence
- Discipline and conflicts
- All of these

13. 5. By employee engagement we mean

Mark only one oval.

- Engagement in works
- Engagement with the organizational policies
- committed to the organisation and contribute fully.
- None of these

14. 6. That the authority rests solely with the management with no right to anyone to challenge it is the basis of the:

Mark only one oval.

- Pluralist approach
- System approach
- Unitary approach
- Social action approach

15. 7. Policies related to lawful behaviour, posting information, safety information – comes under

Mark only one oval.

- Corporate strategy
- Compliance with law
- Personnel policies
- Performance management

16. 8. That the behaviour, actions and role of the individuals are primarily shaped by the cultures of the society is the basic assumption in the:

Mark only one oval.

- Pluralist approach
- Unitary approach
- System approach
- Social action approach

17. 9. The knowledge, skills, expertise of an organization is known as

Mark only one oval.

- Cultural diversity
- Physical capital
- Human capital
- Production capital

18. 10. Which of the following approaches assumes that the understanding of industrial relations requires an understanding of the capitalised society?

Mark only one oval.

- Human relations approach
- Gandhian approach
- Marxist approach
- Giri approach

19. 11. Which act in Industrial Relations defines the term trade union?

Mark only one oval.

- Industrial Trade Resolution, 1962
- Industrial Policy, 1991
- The trade union and labour relations (consolidation) Act, 1992
- The industrial Employment Act, 1946

20. 12. Employees join unions to fulfil their __ needs.

Mark only one oval.

- social
- economic
- esteem
- All of these

21. 13. Industrial Dispute Act, 1947 provides the following industrial relations machinery for resolution of conflicts:

Mark only one oval.

- Negotiation
- Conciliation
- Meditation
- All of these

22. 14. Which of the following acts do NOT apply to the registered trade unions?

Mark only one oval.

- The Societies Registration Act, 1860
- The Co-operative Societies Act, 1912
- The Companies Act, 1956
- All of these

23. 15. On what grounds can a union refuse to admit a person or expel a member?

Mark only one oval.

- Goodwill
- Change in job
- Misconduct
- None of these

24. 16. On which of the following grounds an office bearer or executive of the trade union be disqualified?

Mark only one oval.

- Has been convicted by the court of any offence involving moral turpitude
- Has not attained the age of 18 years
- Is not working with any establishment
- Both Has been convicted by the court of any offence involving moral turpitude and Has not attained the age of 18 years

25. 17. The Trade Unions Act came into operation from ____.

Mark only one oval.

- 1st May, 1926
- 1st June, 1926
- 1st June, 1927
- None of these

26. 18. What should be the minimum number of person's required to register a trade union?

Mark only one oval.

- 6
- 7
- 8
- 9

27. 19. Employee empowerment in general means

Mark only one oval.

- Increased job autonomy for the superiors
- Increased job autonomy for the subordinates
- Decreased job autonomy for the subordinates
- None of these

28. 20. Which of the following is NOT a characteristic of trade union?

Mark only one oval.

- voluntary association
- common goals
- individual actions
- intermediary

29. 21. Which union is focused on making the skills of its member valuable and not easily replaceable in organizations?

Mark only one oval.

- industrial union
- general union
- occupational union
- white-collar union

30. 22. A union meant to protect the interests and rights of the non-manual employees is called a

Mark only one oval.

- white-collar union
- blue collar union
- brown-collar union
- None of these

31. 23. Who is responsible for the maintenance of the 'lists' of independent trade unions?

Mark only one oval.

- The Health and Safety Executive
- The Central Arbitration Committee
- The Certification Officer
- None of these

32. 24. Which of the following best explains the term 'union ballots'?

Mark only one oval.

- A ballot is the system by which union members vote for
- A ballot is the method by which a union expels members
- A ballot is the method by which a union recruits new members
- A ballot is the system by which union members put forward information for listing

33. 25. The code of discipline is based on which of the following principles?

Mark only one oval.

- No strike without prior notice
- No deliberate damage to the plant /property
- Usage of existing machinery for settlement of disputes
- All of these

34. 26. The trade union movement were at a disadvantage in an age when the _____ held the field.

Mark only one oval.

- First world war
- Second World War
- Rage committee
- Doctrine of Laissez faire

35. 27. Who formed Bombay Millhands Association and in which year?

Mark only one oval.

- Sorabjee Shapoorji Bengali in 1880
- N.M Lokhandey in 1890
- Social Service League in 1910
- None of these

36. 28. Which is the machinery for settlement of Industrial Disputes?

Mark only one oval.

- Industrial Tribunal
- National Tribunal
- Labour Court
- All of these

37. 29. First National Commission on Labour (NCL) submitted its report in the year

Mark only one oval.

1948

1958

1969

1999

38. 30. Who among the following advocated the Trusteeship Theory of Industrial Relations?

Mark only one oval.

N. M. Lokhande

V. V. Giri

M. K. Gandhi

Karl Marx

39. 31. Who has given the systems Theory of Industrial Relation?

Mark only one oval.

Elton Mayo

Max Weber

John Dunlop

Roethlisberger

40. 32. Which of the following is NOT a principle of the Industrial Relations policy?

Mark only one oval.

- The Code of Conduct
- The code of Discipline
- The code of Responsibilities
- Labour welfare

41. 33. _____ is used to denote collective relationship between management and workers

Mark only one oval.

- Industrial relation
- Collective relations
- Social relation
- Organizational relation

42. 34. _____ with the rules, laws and agreements through executive and judiciary machinery influences and shapes IR.

Mark only one oval.

- Management
- Society
- Government
- Industry

43. 35. The bill passing Rule 81A has made two new institutions for the prevention and settlement of industrial disputes, i.e. Work Committees and _____ .

Mark only one oval.

- Arbitration
- Commission on Labour
- Industrial Tribunal
- Adjudication

44. 36. The kind of bargaining, in which both parties make every possible effort to negotiate and communicate for an agreement, called

Mark only one oval.

- descriptive
- distributive
- good faith
- collective

45. 37. The neutral party who negotiates the dispute issues by giving public recommendation is called

Mark only one oval.

- arbitrator
- fact finder
- Impasse handler
- mediator

46. 38. An illegal strike which occurs during the term of agreement is classified as

Mark only one oval.

- Economic strike
- Unfair strike
- Sympathy strike
- Wildcat strike

47. 39. Choose the correct objective of the Industrial Disputes Act.

Mark only one oval.

- To prevent illegal strikes
- To promote measures for securing and preserving good relations between the employers and the employees
- to provide relief to workmen in matters of lay - offs, retrenchment, wrongful dismissals
- All of these

48. 40. Which permanent settlement machinery has been mentioned in the act accountable for the speedy and amicable settlement of industrial disputes?

Mark only one oval.

- Adjudication
- Conciliation
- Arbitration
- Appropriate government.

49. 41. _____ means an interim or a final determination of any industrial dispute or of any question relating thereto by any labour court.

Mark only one oval.

- Banking Company
- Closure
- Award
- Conciliation Proceeding

50. 42. How many members does a conciliation board consist of as per the appropriate government?

Mark only one oval.

- Chairman and 1 more member
- Chairman and 2 or 4 other members
- Chairman and 5 or 6 other members
- Chairman and 10 other members

51. 43. How many persons shall a national tribunal consist of which is to be appointed by the central government?

Mark only one oval.

- 1
- 2
- 3
- 4

52. 44. Which of the following is Not a cause of industrial dispute?

Mark only one oval.

- demand for pay and benefits hike
- demand for hygienic and safer working conditions
- demand for better labour welfare
- None of these

53. 45. The items for bargaining that are not allowed to deal by law are classified as

Mark only one oval.

- voluntary bargaining items
- illegal bargaining items
- permissible bargaining items
- None of these

54. 46. If cost of living increases, employee demands for more

Mark only one oval.

- recognition
- jobs
- pay
- political involvements

55. 47. The process through which representatives of management and the union meet to negotiate a labour agreement.

Mark only one oval.

- Participative management
- Collective bargaining
- Negotiation
- Industrial relations

56. 48. "One party gains at the expense of another" normally refers to which type of collective bargaining?

Mark only one oval.

- distributive bargaining
- integrative bargaining
- centralized bargaining
- None of these

57. 49. The scope of collective bargaining is a term which describes:

Mark only one oval.

- the way collective agreements are recorded
- the level of trust that exists between the negotiating parties
- the range of topics or issues which are the subject of negotiation
- All of these

58. 50. Which feature is correct for collective bargaining?

Mark only one oval.

- It is a joint process
- It is a continuous process
- It is a dynamic process
- All of these

59. 51. Benefits of collective bargaining is lost due to

Mark only one oval.

- Lack of recognition
- Lack of able leaders
- Inter-unions rivalry
- None of these

60. 52. The tactics or strategies to be adopted in any collective bargaining situation vary depending upon

Mark only one oval.

- the culture of the organization
- type of union operating
- Political environment
- All of these

61. 53. Deputing persons of low rank without authority to commit the management on the negotiating table is a

Mark only one oval.

- Good collective bargaining strategy
- Bad collective bargaining strategy
- Neutral collective bargaining strategy
- All of these

62. 54. Worker participation in industry in 1972 was originated

Mark only one oval.

- to make employee empower
- to make employee aware of organizational objectives
- to make employee familiar with trade unions
- All of these

63. 55. Implications of workers' participation in management given by the ILO as

Mark only one oval.

- Workers have ideas which can be useful
- Workers may work harder if they share in decisions that affect them
- Workers participation may act as a spur to managerial efficiency
- All of these

64. 56. Workers' participation in management is involvement of workers only in the areas of activities of the enterprises where they can make

Mark only one oval.

- Positive contribution
- Negative contribution
- Marginal contribution
- None of these

65. 57. Industrial democracy is based on the principle of recognition of

Mark only one oval.

- social factor
- environmental factor
- human factor
- All of these

66. 58. workers' participation in management aims for

Mark only one oval.

- Creation of a just egalitarian society
- evelopment of human personality
- Development of working class
- All of these

67. 59. In successful WPM there should NOT be

Mark only one oval.

- strong trade unions
- multiplicity of bipartite machinery
- Both strong trade unions and multiplicity of bipartite machinery
- None of these

68. 60. In India workers' participation in management is one of the

Mark only one oval.

- directive principles of state policy
- state legislature
- rules under Factory Act
- None of these

69. 61. Which of the following is NOT a factor of compensation

Mark only one oval.

- Labor Market
- Business strategy
- Employee Relationship
- Legislation

70. 62. When a council is formed at departmental level it is called

Mark only one oval.

- Joint Council
- Shop Council
- Plant Council
- Unit Council

71. 63. _____ providing for sustenance of life plus for preservation of the efficiency of worker.

Mark only one oval.

- Minimum Wage
- Living wage
- Fair Wage
- Subsistence wage

72. 64. _____ is referred as part of their total compensation, package pay

Mark only one oval.

- Wage
- Salary
- Fringe Benefits
- Incentives

73. 65. Which of the following is NOT a retirement benefit?

Mark only one oval.

- Social Security benefits
- Pension Plan
- Golden handshake
- Severance pay

74. 66. In India, the 'right to strike' is

Mark only one oval.

- A Fundamental right
- Conferred by legislation.
- Provided under the directive Principal of state policy
- Conferred of Government order.

75. 67. Gratuity is a part of

Mark only one oval.

- Direct compensation
- Indirect compensation
- paid compensation
- lateral compensation

76. 68. Compensation is paid to employees in exchange for

Mark only one oval.

- skills
- attitude
- work performance
- knowledge

77. 69. Strike should be called only if at least _____ percent of workers are in support of strike.

Mark only one oval.

- 10
- 15
- 33
- 50

78. 70. The chief inspectorate of factories is primarily responsible for

Mark only one oval.

- Labour welfare
- Labour Administration
- enforcement of the factories Act 1948
- All of these

This content is neither created nor endorsed by Google.

Google Forms