

Industrial Management Quiz - 1

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1. Characteristics of Industrial Relations do not include:
 1. Industrial Relations are outcome of employment relationship in an industrial enterprise.
 2. Industrial Relations promote the skills and methods of adjustment and co-operation with each other.
 3. Industrial Relations create complex rules and regulations to maintain cordial relations.
 4. Industrial Relations system creates an environment of distrust and conflict.

Answer: 4. Industrial Relations system creates an environment of distrust and conflict.

2. Who are not the Actors of Industrial Relations?
 1. Workers and their organisations
 2. Employers and their organisations
 3. Community and cultural associations
 4. Government and the role of the State

Answer: 2. Employers and their organisations

3. Which of the following is usually not an objective of industrial relations?
 1. Connectedness
 2. Collective wisdom
 3. Conflict prevention
 4. None of the above

Answer: 4. None of the above

4. Identify the major actor of industrial relations from the following.
 1. Employers
 2. Unions
 3. Government
 4. All of the Above

Answer: 4. All of the above

5. Which of the following statements is not true about an industrial dispute?
1. The dispute may relate to employment.
 2. The dispute may relate to non-employment.
 3. The dispute may be between worker and worker.
 4. The dispute may be between employer and government.

Answer: 4. The dispute may be between employer and government.

6. Which of the following is not a cause of industrial dispute?
1. demand for pay and benefits hike
 2. demand for hygienic and safer working conditions
 3. demand for better labour welfare
 4. None of the above

Answer: 4. None of the above

7. One party gains at the expense of another” normally refers to which type of collective bargaining?
1. distributive bargaining
 2. integrative bargaining
 3. centralized bargaining
 4. None of the above

Answer: 1. distributive bargaining

8. Industrial Relation refer to :
1. Central Government and State Government relations.
 2. Employer, Employees and Government relationship.
 3. Management and Customers relationship.
 4. Government and Public relations.

Answer: 2. Employer, Employees and Government relationship.

9. Which one of the following cannot be included under the purview of industrial relations?
1. Relations between trade unions and trade unions
 2. Relations between employers and trade unions
 3. Relations between employers and customers
 4. Relations between state, employer and trade unions

Answer: 3. Relations between employers and customers

10. What is the primary goal of the collective bargaining process?:
1. Achievement of a collective bargaining agreement between the union and the employer.
 2. Improvement of employee work conditions and comfort issues.
 3. Enforcement of company policies and procedures.
 4. Improvement of management responsiveness to employee concerns.

Answer: 1. Achievement of a collective bargaining agreement between the union and the employer.

11. An employer's refusal to provide work opportunity, is classified as
1. Grievance procedure
 2. Lockout
 3. Injunction
 4. Strike procedure

Answer: 2. Lockout

12. The committees which promote workers' participation in management are usually established only at the
1. corporate level
 2. plant level
 3. shop-floor level
 4. All of the above

Answer: 4. All of the above

13. Briefly describe the goals of labor corporation management?

Answer: In today's economy, where businesses must compete globally and governments are expected to do more with less, the most important business relationship that exists is the relationship between the employer and the employee. The labor-management relationship impacts directly on profitability, productivity, job security, and quality of life. As labor-management relations evolve to meet the challenges of today's economy, the Department's services have evolved to meet the needs of our customers. These services, provided jointly by the Bureau of Mediation and the Office of Labor-Management Cooperation, assist labor and management in improving their relationship at all levels, from the "shop floor" to the "board room," and enable them to address issues of mutual concern together, rather than as adversaries.

14. Why is participation important in the workplace?

Answer:

When employees are involved in making decisions, they gain a professional and personal stake in the organization and its overall success. This commitment leads to increased productivity as employees are actively participating in various aspects of the company and wish to see their efforts succeed overall. The joint management councils were established in 1950 which increased the labour participation in management.

Participation in the workplace is important as it has following advantages:

- Mutual understanding
- Higher productivity
- Industrial harmony
- Industrial democracy

15. Explain the different types of strike?

Answer:

A strike action is when a large no. of people used to pressure government or an Organization to change the policy. Different types of strikes are:

- Go slow - Go slow does not amount to strike but it is a serious case of misconduct.
- Hunger strike- Some workers may resort to fast on or near the place of work or residence of the employer
- Lightning or wildcat strike- It is an unofficial strike ie., a strike not sanctioned by the union. Such strikes occur in violation of the no strike pledge in collective bargaining agreements.
- Stay in, sit down, pen down or Tool down strike-In all such cases the workmen after taking their seats, refuse to do work by their combination.
- Sympathetic strike- Cessation of work in the support of the demand workmen belonging to their employer. The management can take disciplinary actions for the absence of workmen.
- Economic Strike- In this type the members of trade union stop work to enforce their economic demands such as increase in wages, bonus and other benefits.
- General strike- It means a strike by members of all or most of the unions in region or an industry. It be a strike of all or most of the unions in region or an industry.
- Lock outs- It is declared by the employers to put pressure on their workers. It is an act on the part of the employers to close down the place of work until the workers agree to resume work on the terms and conditions specified by the employers.
- Lay off- Lay off means failure, refusal or inability of an employer, shortage of power or raw materials or accumulation of the stocks or the breakdown of the machinery or for any other reason not to give employment to a workman.
- Retrenchment- It means the termination of the service of a workman for any reasons by the employer. It does not include the voluntary retirement of the workman.
- Picketing- When workers are dissuaded a certain men at the factory gates it is called as picketing. It is perfectly legal . It is to draw the attention of public.
- Boycott- The workers may decide to boycott the company by not using its products. It affects marketability of its products.

16. What are factory legislation and their objective?

Answer: . In India, the First factories Act was passed in 1881. This Act was basically designed to protect children and to provide few measures for health and safety of the workers. This law was applicable to only those factories, which employed 100 or more workers. In 1891 another Factories Act was passed which extended to the factories employee 50 or more workers. The main objective of Factories Act, 1948 is to ensure adequate safety measures and to promote the health and safety and welfare of the workers employed in factories. The act also makes provisions regarding employment of women and young persons (including children & adolescents), annual leave with wages etc. The Act ended to whole of India including Jammu & Kashmir and covers all manufacturing processes and establishments falling within the definitions of “factory” as defined in 2(m) of the act otherwise provided it is also applicable to factories belonging to Central/State Government (section 116)