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Department :- Management

Collage:- J.D. Women's College

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Paper :— MB HC 02

Topic :-- Industrial Disputes

Subject :-- Industrial Relation

MCOs on Industrial Relations

1. Which of the following is not a mode of Workers' Participation in Management?

- (A) Works Committee
- (B) Employee Stock Option Plan
- (C) Joint Management Council
- (D) Joint Committee for Policy Formulation

2. Which of the following is not a bipartite body?

- (A) Works Committee
- (B) Canteen Committee
- (C) Safety Committee
- (D) Standing Labour Committee

3. Which one of the following is not a tripartite body?

- (A) Indian Labour Conference
- (B) Standing Labour Committee
- (C) Joint Management Council
- (D) Minimum Wages Advisory Board

4. Under whose regime as Union Labour Minister, majority of codes were evolved by the Central Government?

- (A) V.V. Giri
- (B) Guljarilal Nanda
- (C) Khandubhai Desai
- (D) Bindheswari Dubey

5. Assertion (A): In the post economic reforms era Indian business houses initially had to take strong decisions in terms of cost cutting measures and human resource rationalization.

Reason (R): Economic reforms opened up markets and allowed foreign direct investment causing the domestic industry to compete on uneven level playing ground.

Codes:

- (A) (A) is right, but (R) attributed is wrong.
- (B) (A) is wrong, but (R) is right.
- (C) Both (A) and (R) are wrong.
- (D) (A) is right and (R) is attributed is logical.

6. During whose tenure as Prime Minister, the Economic Reforms in India were initiated?

- (A) Smt. Indira Gandhi
- (B) Rajiv Gandhi
- (C) Dr. Manmohan Singh
- (D) Dr. P.V. Narasimha Rao

7. 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

8. The trusteeship approach to industrial relations was advocated by:

- (A) Karl Marx
- (B) Max Weber
- (C) Allan Flanders
- (D) Mahatma Gandhi

9. Which one of the following is not a principle of labour legislation?

- (A) Principle of Protection
- (B) Principle of Social Justice
- (C) Principle of Social Security and Welfare
- (D) Principle of Reasonable Standard of Living

10. Which part of the Indian Constitution divides jurisdiction for enactment of Labour Legislations?

- (A) Distribution of Legislative Power
- (B) Directive Principles of State Policy
- (C) Fundamental Rights
- (D) None of the above

11. Recognition of the trade union in industry under the code of discipline was developed in the year

- (A) 1952
- (B) 1957
- (C) 1958
- (D) 1962

12. Who considered collective bargaining as the most important concept for determining the terms and conditions of employment

- (A) Sidney and Beatrice Webb
- (B) Robert Hoxie
- (C) John T. Dunlop
- (D) Samuel Gompers

13. Where the recruitment happens through the compulsory intervention of trade unions, the system is called

- (A) Closed shop
- (B) Union shop
- (C) Open shop
- (D) None of the above

14. In which year, the International Institute of Labour studies was established?

- (A) 1919
- (B) 1926
- (C) 1950
- (D) 1960

15. Match the following Acts/Code with the provisions:

Acts/Code	Provision
a. The Trade Unions Act	i. Retrenched and protected workmen
b. The code of Discipline	ii. Collection of political forms
c. The Industrial Disputes Act	iii. Recognition of Unions
d. The Model standing orders under the Central Industrial Employment	iv. Disciplinary action for misconduct

(standing orders) Rules.

Codes:

	a	b	c	d
(A)	ii	iii	i	iv
(B)	i	iii	iv	ii
(C)	ii	i	iv	iii
(D)	ii	iv	i	iii

16. Which of the following is an outcome of collective bargaining?

- (A) Award of Labour Court
- (B) Award of Tribunal
- (C) Arbitration Award
- (D) Consent Award

17. Assertion (A): The policy of tripartitism on which the Indian Industrial Relations System rested, has failed to yield the desired results.

Reason (R): The parties to the tripartite bodies have resorted to conflict measures and adjudication.

Codes:

- (A) (A) is right and (R) is wrong.
- (B) (A) is wrong and (R) is right.
- (C) (A) is right and (R) is the right explanation of (A).
- (D) Both (A) and (R) are wrong.

18. Majority of industrial disputes are settled by which of the following machinery in India?

- (A) Conciliation Machinery
- (B) Arbitration Machinery
- (C) Adjudication Machinery
- (D) None of the above

19. Which of the following is the meaning of 'Cooling off' period in industrial relations?

- (A) Workers to have bath after long hours of work with cold water.
- (B) Not to be annoyed at the place of work.
- (C) To have a proper spirit of implementing agreements.

(D) The period from serving the notice of strike and the date of resorting to a strike in order to think coolly whether the workers should go on a strike or not.

20. Which one of the following is not a subject matter of industrial relations?

- (A) Trade Union and Collective Bargaining
- (B) Strikes and Lockouts
- (C) Unfair Labour Practices
- (D) Employee Compensation and Welfare