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Department :- Management

Collage:- J.D. Women's College

Course :- MBA (PG)

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Paper :— MB HC 02

Topic :-- MCQ

Subject :-- Industrial Relation

Multiple Choice Questions (MCQ)

1 Industrial relations cover the following area(s)

- a Collective bargaining
- a. Labour legislation
- b. Industrial relations training
- c. All of the above

2 Industrial relations means

- a. Relationship between union & management
- b. Employers & Employees
- c. Both
- d. None of these

3-Which of the following is not an approach to industrial relations?

- a. Unitary approach
- b. Pluralistic approach
- c. Marxist approach
- d. Employee's approach

4-Under unitary approach, industrial relation is grounded in
Mutual co-operation

- a. Individual treatment
- b. Team work and shared goals
- c. All of the above

5-Pluralistic approach perceives _____ as legitimate representative of employee interests

- a. Trade unions
- b. Management
- c. Board of Directors
- d. None of the above

6-In Marxist approach, concerns with wage related disputes are

- a. Primary
- b. Secondary
- c. Tertiary
- d. Not considered

7-For the Marxists, all strikes are

- a. Political
- b. Social
- c. Legislative
- d. None of the above

8-Which of the following is (are) not acceptable to Marxists?

- a. Enterprise bargaining
- b. Employee participation
- c. Co-operative work culture
- d. All of the above

9-Elton Mayo and his team believed in the positive nature of

- a. Managers
- b. Management
- c. Employees
- d. All of the above

10-Parties to industrial relations are

- a. ILO, Government, Association of employers
- b. ILO, Government, IMF
- c. ILO, Board of Directors, Association of employers
- d. Government, Board of Directors, Association of employers

11-Which of the following department has major interest in harmonious industrial relations

- a. HR
- b. Production
- c. Finance
- d. Marketing

12-The following is (are) included in ILO's standards with regard to industrial relations

- a. Right of association
- b. Right to organize and collective bargaining
- c. Tripartite consultants
- d. All of the above

13-According to Indian Labour Commission (ILC) major recommendations, Union once recognised should be valid for a period of ____ years to be co-terminus with the period of settlement.

- a. Two

- b. Three
- c. Four
- d. Five

14-In case of retrenchment, worker is entitled to ___ months notice or notice pay in lieu of notice.

- a. One
- b. Two
- c. Three
- d. Four

15-Strike should be called only if at least ___ percent of workers are in support of strike.

- a. 10
- b. 15
- c. 20
- d. 25

16-A proactive industrial relations programme must cover the following decision(s)

- a. Communication
- b. Competence
- c. Discipline and conflict
- d. All of the above