

**Sample Question Paper**

**Subject- Industrial Relations & Labor Law**

**Subject code 209**

Note – This is a sample Question paper for student's exam reference only, might be pattern of paper can be change in actual examination.

Q.1 The \_\_\_\_\_ is a philosophy of beliefs and sentiments held by the actors.

1. Budgetary constraints]
2. Ideology
3. Technical factors
4. None of these

**Correct Answer :-**

**Ideology**

Q. 2 What constitutes the industrial relations system?

1. a) The establishment of rules
2. b) The contexts of a system
3. c) A set of individuals
4. d) Both (a) & (b)

**Correct Answer :-**

**d) Both (a) & (b)**

Q. 3 \_\_\_\_\_ is largely an applied field concerned with practice and the training of practitioners

rather than with theory and management.

1. Industrial relations
2. Labour laws
3. Systems approach
4. Issues

**Correct Answer :-**

**Industrial relations**

Q. 4 The need for tripartite labour machinery on the pattern of ILO was recommended by whom?

1. Royal Commission on Labour
2. State Labour Advisory Boards
3. Trade Dispute Act
4. All India Trade Union Congress

**Correct Answer :-**

**Royal Commission on Labour**

Q. 5 State the duration of the Fourth Five Year Plan.

1. 1961-1966
2. 1969-1974
3. 1956-1961
4. 1951-1956

**Correct Answer :-**

**1969-1974**

Q. 6 \_\_\_\_\_ can be conceptually explained as the process of economic or commercial integration of a company or a country with the rest of the world.

1. Globalisation
2. Industrialisation
3. Urbanisation
4. Modernisation

**Correct Answer :-**

**Globalisation**

Q. 7 In practice, \_\_\_\_\_ grievances get more serious attention than do \_\_\_\_\_ complaints.

1. Informal, formal
2. External, internal
3. Formal, informal
4. Internal, external

**Correct Answer :-**

**Formal, informal**

Q. 8 What are the needs of a systematic grievance redressal procedure?

1. a) Be simple, fair and easy to understand
2. b) Encourage employees to put forth their grievances
3. c) Enables the management to understand the problems
4. d) Both (a) & (b)

**Correct Answer :-**

**d) Both (a) & (b)**

Q. 9 \_\_\_\_\_ is the key person who functions as an effective link between those in the management hierarchy and workers on the shop floor.

1. Union Leader
2. Supervisor
3. Manager
4. Labour

**Correct Answer :-**

**Supervisor**

Q. 10 In which year was the first grievance procedure introduced in the organisation?

1. 1963
2. 1969
3. 1982
4. 1946

**Correct Answer :-**

**1963**

Q. 11 What are the main aims of discipline?

1. To create an atmosphere of respect for human personality
2. To increase the working efficiency
3. To impart an element of certainty despite several differences
4. All of these

**Correct Answer :-**

**All of these**

Q. 12 What are the causes of indiscipline among workers?

1. Low wages
2. Non-redressal of grievances
3. Unfair labour practices
4. All of these

**Correct Answer :-**

**All of these**

Q. 13 The Bombay Industrial Relations Act and the Industrial Disputes Act have provided \_\_\_\_\_ important statutory methods for settlement of industrial disputes.

1. Three
2. Four
3. Two
4. Five

**Correct Answer :-**

**Three**

Q. 14 The first factory Act was passed in \_\_\_\_\_.

1. 1875
2. 1881
3. 1890
4. 1897

**Correct Answer :-**

**1881**

Q. 15 State some financial incentives.

1. Attractive wages, bonus
2. Dearness allowance, travelling allowance
3. Gratuity, pension
4. All of these

**Correct Answer :-**

**All of these**