206- Employee Relations and Labour Legislations

1. What is the scope of Employee Relations (ER)?

A. Individual Goal Setting

B. Collective Bargaining

C. Grievance Handling

D. Performance Coaching

Answer: B. Collective Bargaining

2. According to Dunlop's approach, what is a key element in Employee Relations?

A. Social Action

B. Human Relations

C. Labour Policies

D. Collective Bargaining

Answer: D. Collective Bargaining

3. What is the primary focus of the Human Relations Approach in Employee Relations?

A. Labour Policies

B. Worker Participation

C. Social Action

D. Individual Goals

Answer: B. Worker Participation

4. How does the Gandhian Approach contribute to Employee Relations?

A. Through Collective Bargaining

B. Through Social Action

C. Through Workers Participation

D. Through Non-Violence

Answer: D. Through Non-Violence

5. What is the role of ILO (International Labour Organization) in influencing legislation in India?

A. Setting Performance Goals

B. Providing Grievance Handling Procedures

C. Establishing Labour Policies

D. Influencing Legislative Changes

Answer: D. Influencing Legislative Changes

6. What is the essential condition for Collective Bargaining?

A. Conflict Resolution

B. Good Industrial Relations

C. Workers Participation

D. Legal Recognition

Answer: B. Good Industrial Relations

7. What is the main function of Collective Bargaining?

A. Goal Setting

B. Conflict Resolution

C. Grievance Handling

D. Performance Coaching

Answer: B. Conflict Resolution

8. How does Workers Participation in Management contribute to harmonious ER?

A. Through Conflict Resolution

B. Through Goal Setting

C. Through Legal Recognition

D. Through Grievance Handling

Answer: B. through Goal Setting

9. What is the source of Grievance in an organization?

A. Collective Bargaining

B. Worker Participation

C. Conflict Resolution

D. Perceived Injustice or Unfair Treatment

Answer: D. Perceived Injustice or Unfair Treatment

10. What is the importance of Grievance Handling Committees?

A. Enhancing Performance

B. Maintaining Registers and Records

C. Resolving Employee Issues

D. Setting Organizational Goals

Answer: C. Resolving Employee Issues

11. According to the Industrial Disputes Act 1947, what defines an industrial dispute?

A. Conflict Resolution

B. Strikes and Lockouts

C. Labour Policies

D. Collective Bargaining

Answer: B. Strikes and Lockouts

12. Under the Contract Labour (Regulation and Abolition) Act 1970, what does the advisory board focus on?

A. Grievance Handling

B. Licensing of Contractors

C. Workers Participation

D. Health and Welfare of Contract Labour

Answer: D. Health and Welfare of Contract Labour

13. What does the Minimum Wages Act 1948 focus on?

A. Workers Participation

B. Fixation and Revision of Minimum Wages

C. Grievance Handling

D. Strikes and Lockouts

Answer: B. Fixation and Revision of Minimum Wages

14. What is the procedure for layoff, retrenchment, and closure under the Industrial Disputes Act 1947?

A. Grievance Handling

B. Worker Participation

C. Conflict Resolution

D. Compliance with Authorities

Answer: D. Compliance with Authorities

15. What records are to be maintained under the Contract Labour (Regulation and Abolition) Act 1970?

A. Registers and Records

B. Performance Goals

C. Grievance Handling Procedures

D. Workers Participation

Answer: A. Registers and Records

16. What is the impact of globalization on the trade union movement?

A. Conflict Resolution

B. Strengthening Trade Unions

C. Shifting Focus from Labour Rights

D. Enhancing Worker Participation

Answer: C. Shifting Focus from Labour Rights

17. Under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act 1971, who can commit unfair labour practices?

A. Workers

B. Employers

C. Advisory Boards

D. Grievance Handling Committees

Answer: B. Employers

18. What is the objective of the Trade Union Act 1926?

A. Conflict Resolution

B. Strengthening Trade Unions

C. Grievance Handling

D. Worker Participation

Answer: B. Strengthening Trade Unions

19. According to the Minimum Wages Act 1948, what is the definition of wages?

A. Grievance Handling

B. Fixation and Revision of Minimum Wages

C. Total Remuneration

D. Workers Participation

Answer: C. Total Remuneration

20. What does the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act 1971 focus on?

A. Conflict Resolution

B. Worker Participation

C. Unfair Labour Practices

D. Grievance Handling

Answer: C. Unfair Labour Practices

21. Under the Factories Act 1948, what is the definition of a factory?

A. Manufacturing Process

B. Worker Participation

C. Conflict Resolution

D. Labour Policies

Answer: A. Manufacturing Process

22. What does the Maharashtra Shops & Establishment (Regulation of Employment and Conditions of Service) Act, 2017, focus on?

A. Grievance Handling

B. Worker Participation

C. Registration of Establishments

D. Strikes and Lockouts

Answer: C. Registration of Establishments

23. What is the objective of the Maternity Benefit Act, 1961?

A. Conflict Resolution

B. Worker Participation

C. Promoting Maternal Health

D. Grievance Handling

Answer: C. Promoting Maternal Health

24. According to the Sexual Harassment of Women at Workplace Act, 2013, what is the role of the Complaints Committee?

A. Worker Participation

B. Conflict Resolution

C. Grievance Handling

D. Preventing and Redressing Sexual Harassment

Answer: D. Preventing and Redressing Sexual Harassment

25. What is the focus of the Factories Act 1948 under health, safety, and welfare provisions?

A. Worker Participation

B. Grievance Handling

C. Conflict Resolution

D. Ensuring a Safe Working Environment

Answer: D. Ensuring a Safe Working Environment