

**Questions 1-20**

- 1. Answer: b) Unitary** The Unitary approach views the organization as an integrated whole where management and employees share common goals. Conflicts are seen as temporary and caused by poor management or miscommunication.
- 2. Answer: b) Marxian Class Conflict Theory** The Marxist approach considers trade unions as weapons of the proletariat to challenge capitalist exploitation and establish socialism through class struggle.
- 3. Answer: b) Marx** Marx would critically view Indian trade unions' political affiliations as undermining class consciousness by creating fragmentation and diverting focus from core labor issues.
- 4. Answer: a) Simons** Henry Simons criticized trade unions for being monopolistic, anti-competitive, and undemocratic, arguing they distort free markets.
- 5. Answer: c) Trusteeship of resources** Gandhi's approach emphasized that employers should act as trustees of societal wealth and be morally responsible toward workers.
- 6. Answer: c) John Commons** Commons argued that abundant land and immigrant labor in early America provided alternative opportunities, delaying union consciousness among workers.
- 7. Answer: b) Predatory Unionism** Predatory unions are co-opted by employers or have authoritarian leadership that prioritizes self-preservation over member welfare.
- 8. Answer: b) Harry Braverman** In "Labor and Monopoly Capital," Braverman emphasized how scientific management leads to deskilling and alienation of workers.
- 9. Answer: c) Label Union** Label unions rely on product labels (like "union-made") to gain consumer support rather than traditional activism or strikes.
- 10. Answer: b) Resolve inevitable organizational conflicts** The Pluralist approach accepts conflict as natural and views the state as a neutral arbitrator to resolve disputes.
- 11. Answer: c) Bara Bazar Organisation** This organization in late 19th-century Bengal took early steps to support jute mill workers through educational and welfare activities.
- 12. Answer: b) Empress Mill, Nagpur** The 1877 strike at Empress Mill, owned by the Tatas, is recognized as India's first official recorded strike.
- 13. Answer: b) Regular membership with subscription** The Madras Labour Union introduced structured membership with fee collection, making it a formally organized body.
- 14. Answer: b) Factories Act, 1881** N.M. Lokhande's efforts and pressure led to this first labor law regulating working hours and conditions in India.
- 15. Answer: c) It aimed to prevent strikes for 3 years to promote production** The Industrial Truce Resolution (1947) was designed to prevent strikes and lockouts for 3 years to aid economic recovery.
- 16. Answer: b) UTUC** UTUC, aligned with the Revolutionary Socialist Party, promoted socialist restructuring including nationalization and a workers-peasants' state.
- 17. Answer: c) A is true, but R is false** WPM does promote industrial democracy, but it involves collaborative decision-making, not unilateral management decisions.
- 18. Answer: b) WPM replaces the need for trade unions in industrial settings** This is incorrect - WPM complements rather than replaces trade unions, which have broader protective functions.
- 19. Answer: c) Germany** Germany's Mitbestimmung (Co-determination) model is considered the gold standard for effective WPM globally.
- 20. Answer: d) Works Committee** Under the Industrial Disputes Act, 1947, Works Committees are mandatory in establishments with 100+ workers.

**Questions 21-40**

- 21. Answer: a) Increase profitability of employers** While WPM may increase productivity, its core objectives are democratic participation and improved labor relations, not solely profit maximization.
- 22. Answer: d) Decisive** Decisive Participation is the highest level where workers share equal decision-making power with management.
- 23. Answer: a) Working Men's Club → Working Men's Mission → Working Men's Institution** The correct sequence: Working Men's Club (1870), Working Men's Mission (1878), Working Men's Institution (1905).
- 24. Answer: b) Response to ILO representation by the Government** The government's appointment of N.M. Joshi without union consultation led to the realization of need for united representation, resulting in AITUC formation.
- 25. Answer: c) Dattopant Thengadi National Board for Workers Education and Development** The Central Board for Workers' Education was renamed in honor of BMS founder Dattopant Thengadi.

- 26. Answer: b) Dinbandhu** The Bombay Mill Hands Association started this journal to express workers' voices and advocate labor rights.
- 27. Answer: c) M.N. Roy** While M.N. Roy was a revolutionary Marxist, he was not directly involved in AITUC's 1920 founding session.
- 28. Answer: c) Encouraging voluntary mutual agreement between labor and management** The Code of Discipline was a voluntary agreement to resolve issues peacefully without strikes or lockouts.
- 29. Answer: c) 66%** The Second NCL recommended that a union with 66% or more support should be the sole negotiating agent.
- 30. Answer: c) Registration confers legal entity; recognition grants bargaining rights** Registration makes the union a legal body corporate; recognition by employers grants negotiation rights.
- 31. Answer: b) Allow employers to collect subscription from workers' salaries** The check-off system involves employer deducting union dues from salaries with worker consent.
- 32. Answer: c) It is unscientific and varies frequently** The "rule of thumb" method is subjective, inconsistent, and unreliable for formal verification purposes.
- 33. Answer: c) PSEs must comply with all labor laws applicable to private sectors without exemption** Public Sector Enterprises have the same labor law obligations as private firms.
- 34. Answer: c) Attrition measures employee exits without replacement** Attrition focuses on departures without replacement, while turnover includes all replacements.
- 35. Answer: c) Burnout is chronic and long-term with emotional exhaustion** Unlike temporary stress, burnout is prolonged with emotional detachment and reduced accomplishment.
- 36. Answer: b) Concession Bargaining** This involves unions agreeing to wage cuts or reduced benefits to secure job stability during economic downturns.
- 37. Answer: c) Preparation for negotiations** After demand submission, both parties strategize and prepare before entering actual bargaining.
- 38. Answer: c) Attitudinal Structuring** This strategy addresses historical hostility by promoting trust and cooperative attitudes before negotiations.
- 39. Answer: c) Integrative Bargaining** This creates win-win scenarios through problem-solving and finding common ground between parties.
- 40. Answer: b) A.C. Pigou** Pigou introduced the concept of bargaining range - the area between minimum employer offer and maximum union demand.

#### Questions 41-60

- 41. Answer: c) Lack of bargaining machinery** According to the text, strikes occur due to inadequate bargaining mechanisms rather than irrational expectations.
- 42. Answer: d) Poor communication within factory** This is an internal cause, while political environment, unemployment levels, and inter-union rivalry are external causes.
- 43. Answer: b) Section 2(q)** The Industrial Disputes Act, 1947 defines "strike" under Section 2(q).
- 44. Answer: a) Temporary closure of a place of employment by employer** Lockout refers to employer temporarily closing the workplace, distinct from employee actions.
- 45. Answer: b) Promote measures for securing amity and good relations between employer and workers** Works Committees focus on cooperation and maintaining harmonious workplace relations.
- 46. Answer: c) Labour Court / Industrial Tribunal** These judicial bodies have the authority to give binding awards in industrial disputes.
- 47. Answer: a) Compulsory Arbitration** This is not voluntary arbitration - compulsory arbitration is mandated, not voluntary.
- 48. Answer: c) Efforts of a third party to help employer and workmen reach settlement** Conciliation involves neutral third-party assistance in dispute resolution.
- 49. Answer: c) Joint Consultative Machinery (JCM)** JCM serves as the permanent conciliation and arbitration mechanism for government employees.
- 50. Answer: c) Political party support** Industrial disputes under the ID Act cover work-related issues, not political affiliations.
- 51. Answer: a) Works Committee** Works Committees are statutory bipartite bodies with equal employer-employee representation.
- 52. Answer: b) Equal representation of employer and employee** Works Committees require equal representation from both sides for effective functioning.

- 53. Answer: c) Wages and allowances** Labour Courts handle individual worker issues like wages, while Industrial Tribunals handle collective disputes.
- 54. Answer: c) 3 years** Awards by Labour Courts remain binding for a maximum period of 3 years unless modified.
- 55. Answer: c) Appropriate Government** Only the appropriate government has the power to refer disputes to adjudication.
- 56. Answer: d) Termination in accordance with standing orders** Lawful termination following proper procedures is not considered an unfair labor practice.
- 57. Answer: c) Public utility services** Section 22 mandates strike notice in public utility services to ensure essential services continuity.
- 58. Answer: b) 100** Works Committees are mandatory in establishments with 100 or more workers.
- 59. Answer: a) 1982 Amendment** The 1982 amendment introduced grievance redressal machinery provisions at establishment level.
- 60. Answer: c) It requires approval of the Labour Court** Voluntary arbitration in India requires Labour Court approval to be legally binding.

**Questions 61-80**

- 61. Answer: c) Arbitration** While arbitration can be informal compared to courts, the open-door policy is actually the most informal grievance method.
- 62. Answer: c) Immediate supervisor level discussion** The grievance procedure typically starts with discussion at the immediate supervisor level.
- 63. Answer: a) Discipline should be applied suddenly and consistently like a hot stove burn** The Hot Stove Rule emphasizes immediate, consistent, and fair disciplinary action.
- 64. Answer: d) Punishment must always be delayed for reconsideration** Natural justice doesn't require delay - it requires fair process, proportionate punishment, and defense opportunity.
- 65. Answer: a) Immediate Supervisor → Grievance Committee → Top Management → Arbitration** This represents the typical escalation sequence in grievance procedures.
- 66. Answer: a) Appropriate Government** The government was empowered to establish Grievance Settlement Authorities in establishments with 50+ workers.
- 67. Answer: d) Exclusively employer-controlled mechanism** Good grievance procedures require participation from both employers and employees, not exclusive employer control.
- 68. Answer: b) Define and codify conditions of employment** Standing Orders codify terms and conditions of employment for clarity and consistency.
- 69. Answer: d) Membership of a political party** Political party membership is generally not covered under Standing Orders as misconduct.
- 70. Answer: a) Indian Labour Conference (ILC)** ILC is the apex tripartite consultative body for industrial relations in India.
- 71. Answer: a) Standing Labour Committee** This is a voluntary tripartite body for promoting labor welfare.
- 72. Answer: b) Joint participation of workers in management decisions** JMCs were established to enable worker participation in management decision-making.
- 73. Answer: a) They are purely advisory and lack binding authority** JMCs can only advise and lack the power to make binding decisions.
- 74. Answer: c) Scheme for Workers' Participation in Industry** The 1977 scheme specifically encouraged shop-floor level worker participation.
- 75. Answer: b) Directive Principles of State Policy (DPSP)** WPM is included in the DPSP section of the Indian Constitution.
- 76. Answer: d) Article 43A** This article specifically supports worker participation in management.
- 77. Answer: a) Gajendragadkar Committee (1969)** This committee recommended WPM introduction at shop-floor and plant levels.
- 78. Answer: b) Works Committee** Works Committees (1947) were among the earliest formal WPM schemes in India.
- 79. Answer: c) Convention No. 135** ILO Convention 135 deals with worker participation and consultation at enterprise level.
- 80. Answer: b) Reduction in absenteeism and turnover** Effective WPM directly leads to improved worker satisfaction and reduced absenteeism/turnover.

Questions 81-100

- 81. Answer: b) Industry as a collection of competing interest groups (employers, employees, govt.)** Pluralistic theory views industry as multiple stakeholders with competing but legitimate interests.
- 82. Answer: b) Shared goals between employers and employees** The unitary approach emphasizes common objectives and harmony between management and workers.
- 83. Answer: b) Pluralistic Approach** This approach accepts conflict as natural but believes it can be managed through institutions.
- 84. Answer: c) Class struggle between labor and capital** Marxist approach sees conflict as inherent in the structural contradictions of capitalism.
- 85. Answer: b) John T. Dunlop** Dunlop developed the systems model involving actors, contexts, and rules in industrial relations.
- 86. Answer: d) Judiciary as a separate actor** In Dunlop's model, the main actors are employers, workers, and government - judiciary is not a separate actor.
- 87. Answer: b) K.N. Vaid** K.N. Vaid is known for his work on wage bargaining and industrial relations in the Indian context.
- 88. Answer: c) Marxist – Class struggle** This correctly matches the Marxist approach with its key concept of class struggle.
- 89. Answer: c) Improved employer–employee relations** Effective grievance handling leads to better workplace relationships and reduced conflicts.
- 90. Answer: c) Maximize political involvement of unions** Industrial relations policy aims to minimize, not maximize, political interference in unions.
- 91. Answer: a) Craft union** Craft unions, based on specific skills, are historically the most common structure in India.
- 92. Answer: c) CITU** Based on recent membership data, CITU is currently the largest central trade union in India.
- 93. Answer: b) International Labour Organization (ILO)** ILO significantly influences India's labor laws through conventions and recommendations.
- 94. Answer: b) 1920** India became a founding member of ILO in 1920, shortly after its establishment in 1919.
- 95. Answer: d) All of the above** The Philadelphia Declaration emphasized freedom of association, full employment, and equal remuneration.
- 96. Answer: c) Article 31** Article 31 of the ILO Constitution provides member states the right to withdraw from the organization.
- 97. Answer: b) One union as sole bargaining agent with ≥66% support** The Second NCL recommended single union representation with majority support.
- 98. Answer: c) Industrial Relations Code, 2020** This code consolidates laws on industrial disputes, trade unions, and standing orders.
- 99. Answer: d) 300** Under the new code, prior government approval is required for retrenchment/closure in establishments with 300+ workers.
- 100. Answer: d) All of the above** Future challenges include informalization, declining union membership, and technology-induced displacement.