



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad-500043

MASTER OF BUSINESS ADMINISTRATION

TUTORIAL QUESTION BANK

Course Title	MANAGEMENT OF INDUSTRIAL RELATIONS				
Course Code	CMBB41				
Programme	MBA				
Semester	III				
Regulation	IARE - R18				
Course Structure	Theory			Practical	
	Lectures	Tutorials	Credits	Laboratory	Credits
	4	-	4	-	-
Chief Coordinator	Mr. B.V.L. L. Narasimha Rao				
Course Faculty	Mr. B.V.L. L. Narasimha Rao				

COURSE OBJECTIVES:

The course should enable the students to:	
I	Understand the industrial relations systems
II	Know the role of state dispute settlement machinery and its instruments
III	Examine the collective bargaining
IV	Identify the role of wage policy and wage regulation machinery

COURSE OUTCOMES (COs):

Course Code	At the end of the course, the student will have the ability to:
CMBB41:01	To understand the importance and purpose of industrial relations
CMBB41:02	To understand the role of trade unions in managing the industrial relations
CMBB41:03	Describe the causes of industrial disputes and settlement mechanisms
CMBB41:04	Illustrate the grievance procedure mechanisms to manage the industry relations
CMBB41:05	Examine the collective bargaining procedures and mechanisms
CMBB41:06	Illustrate labour welfare activities and worker's participation organizational activities
CMBB41:07	Identify the role of wage policy and wage regulation machinery and various acts related to wage regulations
CMBB41:08	Describe various acts related to perks, bonus and incentives need to give to employees
CMBB41:09	Understand the regulations and various acts related to manage factories and mines
CMBB41:10	Understand the present scenario of industrial relations

TUTORIAL QUESTION BANK

UNIT- I				
MANAGEMENT OF INDUSTRIAL RELATIONS				
Part - A (Short Answer Questions)				
S No	QUESTIONS	Blooms Taxonomy Level	Course Outcomes	Course Learning Outcomes (CLOs)
1	Define industry.	Remember	CO 1	CMBB41:01
2	What do you mean by industry relations.	Understand	CO 1	CMBB41:01
3	Differentiate employee and worker.	Remember	CO 1	CMBB41:01
4	What is the importance of industrial relations.	Remember	CO 1	CMBB41:01
5	What are the characteristics of industrial relations.	Remember	CO 1	CMBB41:01
6	Explain the objective Dunlop's system theory.	Remember	CO 1	CMBB41:01
7	Who are the participants of industrial relations system.	Remember	CO 1	CMBB41:01
8	What are the objectives of industrial relations system.	Remember	CO 1	CMBB41:01
9	Define trade union.	Remember	CO 2	CMBB41:02
10	What are the features of trade unions.	Remember	CO 2	CMBB41:02
11	Name the functions of trade union.	Remember	CO 2	CMBB41:02
12	What is the structure of trade union.	Remember	CO 2	CMBB41:02
13	What is the weakness of trade union.	Understand	CO 2	CMBB41:02
14	Give some suggestions for a better trade union .	Understand	CO 2	CMBB41:02
15	What are the responsibilities of trade union.	Remember	CO 2	CMBB41:02
16	What are the objectives of trade union.	Understand	CO 2	CMBB41:02
17	What are the criticisms of trade union.	Understand	CO 2	CMBB41:02
18	Define recognition of trade union.	Remember	CO 2	CMBB41:02
19	Illustrate unfair labor practice.	Understand	CO 2	CMBB41:02
20	Brief the trade union movement in India.	Remember	CO 2	CMBB41:02
Part - B (Long Answer Questions)				
1	Define Industrial relations. Explain the role of industrial relations for a better work environment.	Understand	CO 1	CMBB41:01
2	What do you mean by Industrial relations? Describe the importance of Industrial relations.	Understand	CO 1	CMBB41:01
3	Describe the features of Industrial relations in an organization.	Understand	CO 1	CMBB41:01
4	Who are the participants in industrial relations system? Explain in detail.	Understand	CO 1	CMBB41:01
5	What is the main objective of industrial relations? Explain Dunlop's system theory.	Understand	CO 1	CMBB41:01
6	What are the characteristics of Indian industrial relations? Describe in detail.	Understand	CO 1	CMBB41:01
7	Define trade union. Explain the objectives of trade union to protect the workers interests.	Understand	CO 1	CMBB41:02
8	What do you mean by trade union? What are the characteristics of trade union?	Understand	CO 2	CMBB41:02
9	Describe the functions of trade union in an industry.	Understand	CO 2	CMBB41:02
10	Define trade union. Describe the structure of trade union.	Understand	CO 2	CMBB41:02
11	Why trade unions are important. Describe the role of trade union in protecting the workers interest.	Understand	CO 2	CMBB41:02
12	What is the importance of trade union? Describe the problems & weakness of trade unions.	Understand	CO 2	CMBB41:02
13	Suggest some remedies for the development of trade unions to protect the workers in better way	Understand	CO 2	CMBB41:02
14	What do you mean by trade union? What are the motives behind joining trade unions?	Understand	CO 2	CMBB41:02
15	What are the strengths, weaknesses, opportunities and threats of trade unions?	Understand	CO 2	CMBB41:02
16	Who can be member of a trade union? What do you mean by union multiplicity?	Understand	CO 2	CMBB41:02
17	Describe the procedure for registration of trade union.	Understand	CO 2	CMBB41:02
18	What do you mean by recognition of trade union? What are the provisions provided by the state to recognize the trade union?	Understand	CO 2	CMBB41:02
19	Define unfair labour practice. Why employers involve in unfair labour practice	Understand	CO 2	CMBB41:02
20	Describe the redressal strategies to solve unfair labour practices.	Understand	CO 2	CMBB41:02

Part - C (Problem Solving and Critical Thinking Questions)				
1	What is Industrial Democracy?	Understand	CO 1	CMBB41:01
2	What theory those relate to unemployment issues in Industrial Relations?	Understand	CO 1	CMBB41:01
3	What are the determinants of Industrial Relations.?	Understand	CO 1	CMBB41:01
4	What is International Labor organization	Understand	CO 2	CMBB41:02
5	Describe the status of trade unions in the recent period.	Understand	CO 2	CMBB41:02
6	Please link Industrial Relations and productivity.	Understand	CO 2	CMBB41:02
7	What are the emerging trends in industrial relations in the era of globalization? Examine significant transition and transformation in industrial relations in this context.	Understand	CO 2	CMBB41:02
8	Why the employees unions the Trade Unions and what functions a Trade Union performs for their employees?	Understand	CO 2	CMBB41:02
UNIT-II				
SETTLEMENT OF DISPUTES				
Part – A (Short Answer Questions)				
1	Define industrial dispute.	Understand	CO 3	CMBB41:03
2	What are the causes of industrial disputes	Understand	CO 3	CMBB41:03
3	What is the impact of industrial disputes?	Understand	CO 3	CMBB41:03
4	Define strike.	Understand	CO 3	CMBB41:03
5	What are the types of strikes?	Remember	CO 3	CMBB41:03
6	Define lockout. & layoffs.	Understand	CO 3	CMBB41:03
7	What do you mean by retrenchment?	Remember	CO 3	CMBB41:03
8	Write a short note on industrial peace.	Understand	CO 3	CMBB41:03
9	Define grievance	Understand	CO 3	CMBB41:03
10	Why grievance handling is necessary.	Understand	CO 3	CMBB41:03
11	What are the type's industrial disputes?	Remember	CO 3	CMBB41:03
12	What is tripartite an bipartite bodies.	Remember	CO 3	CMBB41:03
13	What is bipartite agreement?	Understand	CO 3	CMBB41:03
14	Define standing order.	Understand	CO 4	CMBB41:04
15	Describe the objective of standing orders.	Understand	CO 4	CMBB41:04
16	What are the characteristics of grievance handling procedure	Remember	CO 4	CMBB41:04
17	Name the sources of grievances in the organization.	Remember	CO 4	CMBB41:04
18	What are the reasons for lockouts and strikes?	Remember	CO 4	CMBB41:04
19	Name the dispute settlement machinery.	Remember	CO 4	CMBB41:04
20	Does strike or lockout terminate the employment of a worker?	Remember	CO 4	CMBB41:04
Part - B (Long Answer Questions)				
1	Define industrial dispute. What are the causes of industrial dispute between the participants of industrial relations?	Understand	CO 3	CMBB41:03
2	What authorities have been set up under the Industrial Dispute Act, 1947 for investigating and settlement of Industrial Disputes?	Understand	CO 3	CMBB41:03
3	Explain the machinery that exists under the Industrial Dispute Act, 1947 for the settlement of Industrial Disputes.	Understand	CO 3	CMBB41:03
4	Define "Award" and "Settlement". When and under what circumstances does an award made under the Industrial Disputes Act, 1947 commence to be enforceable?	Understand	CO 3	CMBB41:03
5	What is an Industrial Dispute? How does it adversely affect the workers, the management and the nation as a whole?	Understand	CO 3	CMBB41:03
6	Explain the machinery for prevention and settlement of Industrial Dispute in India.	Understand	CO 3	CMBB41:03
7	What are the different types of strikes. Explain in details.	Understand	CO 3	CMBB41:03
8	What is strike? Write the different forms of strike. Under What circumstances a strike as legal or illegal.	Understand	CO 3	CMBB41:03
9	What is an Industrial Dispute? How does it adversely affect the workers, the management and the nation as a whole?	Understand	CO 3	CMBB41:03
10	Explain different types of lockouts? What are their consequences on the organization in particular and economy in general?	Understand	CO 3	CMBB41:03
11	Who can declare a strike and lock out. How is a strike or lockout classified.	Understand	CO 3	CMBB41:03
12	What are the requirements for a strike or lockout as an industrial action.	Understand	CO 3	CMBB41:03
13	What are the matters to be provided for in the standing orders under the Employment (Standing Orders) Act, 1946?	Understand	CO 3	CMBB41:03

14	How standing orders are made known to workmen employed in an Industrial Establishment?	Understand	CO 3	CMBB41:03
15	What do you understand by International Labour Organization (ILO)? Discuss its objectives?	Understand	CO 4	CMBB41:04
16	Write a brief note on the following: i). Principles of ILO, ii). Membership and ILO	Understand	CO 4	CMBB41:04
17	Define grievance. Describe grievance handling procedure.	Understand	CO 4	CMBB41:04
18	Write a note on historical background of establishments ILO.	Understand	CO 4	CMBB41:04
Part - C (Problem Solving and Critical Thinking Questions)				
1	What are the internal machineries to solve industrial problems, disputes.	Understand	CO 3	CMBB41:03
2	Explain the procedure for taking disciplinary action.	Understand	CO 3	CMBB41:03
3	Comment on the Practical utility of Grievance procedure.	Understand	CO 3	CMBB41:03
4	Discuss in detail various approaches and parties to industrial relations.	Understand	CO 3	CMBB41:03
5	Discuss Tripartite and Bipartite Bodies with suitable examples	Understand	CO 4	CMBB41:04
6	Discuss the nature, structure and role of grievance.	Understand	CO 4	CMBB41:04
7	Describe to overcome of an effective grievance system.	Understand	CO 4	CMBB41:04
8	Explain the role of dispute settlement machinery system	Understand	CO 4	CMBB41:04
UNIT -III				
COLLECTIVE BARGAINING				
Part - A (Short Answer Questions)				
1	Define collective bargaining.	Remember	CO 5	CMBB41:05
2	What is the role of collective bargaining in protecting employee interests.	Remember	CO 5	CMBB41:05
3	What are the objectives of collective bargaining?	Understand	CO 5	CMBB41:05
4	Define conciliation	Remember	CO 5	CMBB41:05
5	Define arbitration.	Remember	CO 5	CMBB41:05
6	Define adjudication.	Understand	CO 5	CMBB41:05
7	Who is conciliator?	Understand	CO 5	CMBB41:05
8	What are the types of arbitration?	Remember	CO 5	CMBB41:05
9	What do you mean by compulsory arbitration?	Understand	CO 5	CMBB41:05
10	What are the essentials of compulsory arbitration?	Understand	CO 6	CMBB41:06
11	Define industrial disputes as per The industrial disputes act, 1947.	Understand	CO 6	CMBB41:06
12	Define welfare facilities.	Remember	CO 6	CMBB41:06
13	Define worker participation.	Remember	CO 6	CMBB41:06
14	Who is labour welfare officer?	Understand	CO 6	CMBB41:06
15	Who is conciliation officer as per “The industrial disputes act, 1947”.	Remember	CO 6	CMBB41:06
16	Define industrial tribunal.	Remember	CO 6	CMBB41:06
17	Define work committee.	Understand	CO 6	CMBB41:06
18	Define worker participation management.	Remember	CO 6	CMBB41:06
19	What do you mean by joint management council?	Remember	CO 6	CMBB41:06
20	What are the objectives of worker participation management?	Understand	CO 6	CMBB41:06
Part – B (Long Answer Questions)				
1	Discuss the nature, structure and role of collective bargaining. Outline and ideal process of collective bargaining.	Understand	CO 5	CMBB41:05
2	What obstacles restrict the growth of collective bargaining? Suggest measures for improving the effectiveness of collective bargaining?	Understand	CO 5	CMBB41:05
3	Why collective bargaining important for business? What is collective bargaining process.	Understand	CO 5	CMBB41:05
4	Why do employees discuss and negotiate with their workers regarding pay and conditions of work	Understand	CO 5	CMBB41:05
5	Discuss the nature, structure and role of collective bargaining. Outline and ideal process of collective bargaining.	Understand	CO 5	CMBB41:05
6	What are the duties and powers of Conciliation Officers, Works Committees under the Industrial Disputes Act, 1947?	Understand	CO 6	CMBB41:06
7	Define arbitration. Explain arbitration process in detail.	Understand	CO 6	CMBB41:06
8	Name the various types of arbitration. Explain in detail.	Understand	CO 6	CMBB41:06
9	Who is conciliator? Describe the essentials for appointment of conciliator.	Understand	CO 6	CMBB41:06
10	Explain the three – tier system of adjudication with reference to industrial disputes.	Understand	CO 6	CMBB41:06

11	What authorities have been set up under the Industrial Disputes Act, 1947 for investigation and settlement of industrial disputes?	Understand	CO 5	CMBB41:05
12	What are the various methods for the settlement of industrial disputes under the industrial disputes act, 1947	Understand	CO 5	CMBB41:05
13	Write a short notes on industrial disputes Act.	Understand	CO 5	CMBB41:05
14	Describe various authorities under Industrial disputes act, 1947.	Understand	CO 5	CMBB41:05
15	What do you by industrial tribunal. Describe the duties of industrial tribunal in solving the disputes.	Understand	CO 5	CMBB41:05
16	What are the roles and responsibilities of labour welfare officer?	Understand	CO 6	CMBB41:06
17	Describe the forms workers participation management.	Understand	CO 6	CMBB41:06

Part – C (Problem Solving and Critical Thinking)

1	What are the important contents of a Collective Bargaining Agreement?	Understand	CO 5	CMBB41:05
2	Examine the role and limitations of Collective Bargaining in India.	Understand	CO 5	CMBB41:05
3	Has Collective Bargaining flourished in India? If not what are the reasons?	Understand	CO 5	CMBB41:05
4	What is the importance of Collective Bargaining in Industrial Relations? is Collective Bargaining successful in India?	Understand	CO 6	CMBB41:06
5	Explain the major similarities and dissimilarities of collective bargaining in developed and developing countries.	Understand	CO 6	CMBB41:06
06	Explain the historical background of collective bargaining in India.	Understand	CO 6	CMBB41:06
07	“Employee participation is a must today” Comment.	Understand	CO 6	CMBB41:06
08	What is meant by workers’ participation in management? Describe the objectives of WPM.	Understand	CO 6	CMBB41:06
09	“The concept of WPM is facing tough times today and reason lies on part of all those involved”. Discuss	Understand	CO 6	CMBB41:06
10	“Workers’ participation in India has not been a resounding success”. Do you agree? Give reasons.	Understand	CO 6	CMBB41:06

UNIT -IV

WAGE POLICY AND WAGE REGULATION

Part – A (Short Answer Questions)

1	Define wage and salary.	Remember	CO 6	CMBB41:06
2	What does payroll mean?	Remember	CO 6	CMBB41:06
3	What was minimum wage created for?	Remember	CO 6	CMBB41:06
4	What are the employee rights towards their wage regulation?	Remember	CO 6	CMBB41:06
5	What do you mean by employee state insurance?	Understand	CO 6	CMBB41:06
6	Define provided fund.	Remember	CO 7	CMBB41:07
7	Describe gratuity.	Understand	CO 7	CMBB41:07
8	Explain the rules with respect to maternity benefits.	Understand	CO 7	CMBB41:07
9	Explain the applicability of employee state insurance to an employee.	Understand	CO 7	CMBB41:07
10	What is the legal basis for the minimum wage?	Understand	CO 7	CMBB41:07
11	To whom does the general minimum wages rule apply?	Remember	CO 7	CMBB41:07
12	How are the PF contributions made? And by whom?	Understand	CO 7	CMBB41:07
13	What are the various schemes under the Act?	Understand	CO 7	CMBB41:07
14	How is gratuity calculated?	Understand	CO 7	CMBB41:07
15	Who can receive gratuity?	Remember	CO 7	CMBB41:07
16	What is the objective of maternity benefit act?	Understand	CO 7	CMBB41:07
17	What are the benefits of maternity benefit act, 1961?	Understand	CO 7	CMBB41:07
18	What is the minimum number of days that a woman should worked in an establishment to claim maternity leave.	Remember	CO 7	CMBB41:07
19	How PF will be calculated.	Remember	CO 7	CMBB41:07
20	When we have to file PF contributions?	Understand	CO 7	CMBB41:07

Part – B (Long Answer Questions)

1	Describe the components of payroll system. Explain the additions and deductions in pay roll management.	Understand	CO 6	CMBB41:06
2	What is Employees’ Provident Fund & Miscellaneous Provisions Act, 1952? What are the various schemes under the Act?	Understand	CO 6	CMBB41:06

3	What is gratuity? How gratuity can be calculated.	Understand	CO 6	CMBB41:06
4	“The payment of wages act, 1936 provides that the wages are to be paid in a particular form at regular intervals and without any authorized deductions” Explain	Understand	CO 6	CMBB41:06
5	Discuss the provisions of the payment of wages act, 1936. And explain the concept of deductions from wages for absence from duty.	Understand	CO 6	CMBB41:06
6	Elucidate briefly the procedure for fixing minimum wages. What is the composition of such minimum rate of wages?	Understand	CO 6	CMBB41:06
7	Discuss the provisions of Minimum Wages Act 1948, state what constitutes the minimum rate of wages.	Understand	CO 7	CMBB41:07
8	Explain the provisions of the Payment of Gratuity Act, 1972 with regard to making nomination by an employer for the purpose of payment of Gratuity?	Understand	CO 7	CMBB41:07
9	What are the circumstances in which gratuity becomes payable to an employee under the Payment of Gratuity Act, 1972?	Understand	CO 7	CMBB41:07
10	Give an outline of the compensation and functions of the Employee’s State Insurance Corporation act 1948.	Understand	CO 7	CMBB41:07
11	State the rules regarding payment of contribution under the ESI Act, 1948.	Understand	CO 7	CMBB41:07
12	What are the rules as to payment and recovery of Provident fund contribution by an employer?	Understand	CO 7	CMBB41:07
13	Explain briefly the concept of The Employee’s provident Funds and Miscellaneous Provisions Act, 1952.	Understand	CO 7	CMBB41:07
14	Write a short history on “The minimum wages Act 1948”. Explain important rules and regulations regarding applicability and penalties.	Understand	CO 7	CMBB41:07
15	Write a short history on “Payment wages Act 1936”. Explain important rules and regulations regarding applicability and penalties.	Understand	CO 7	CMBB41:07
16	Write a short history on “Employee state insurance act, 1948”. Explain important rules and regulations regarding applicability and penalties.	Understand	CO 7	CMBB41:07
17	Write a short history on “ Employee provided fund Act 1952”. Explain important rules and regulations regarding applicability and penalties.	Understand	CO 7	CMBB41:07
18	Write a short history on “ Maternity benefit act, 1961”. Explain important rules and regulations regarding applicability and penalties	Understand	CO 7	CMBB41:07
19	Explain the latest amendments of Employee state insurance act, 1948”.	Understand	CO 7	CMBB41:07
20	Explain the latest amendments of Employee provided fund Act 1952.	Understand	CO 7	CMBB41:07
Part – C (Problem Solving and Critical Thinking)				
1	What are unfair labour practice generally done by employer	Understand	CO 6	CMBB41:06
2	Explain Wage policy and wage regulation machinery system in India	Understand	CO 6	CMBB41:06
3	Discuss wage legislation policy	Understand	CO 7	CMBB41:07
4	Discuss payment of wages Act 1936 with suitable example	Understand	CO 7	CMBB41:07
5	The payment of bonus Act,1965 with suitable example	Understand	CO 7	CMBB41:07
UNIT -V				
THE FACTORIES ACT 1948 AND MINES ACT 1952				
Part - A (Short Answer Questions)				
1	Define factory under Factories Act, 1948	Understand	CO 8	CMBB41:08
2	Explain the applicability of Factories Act?	Remember	CO 8	CMBB41:08
3	What are the objectives of factory act, 1948	Understand	CO 8	CMBB41:08
4	What is hazardous process under factories act?	Remember	CO 8	CMBB41:08
5	What are the objectives of mines act	Understand	CO 8	CMBB41:08
6	What is the purpose of mines act, 1952?	Understand	CO 9	CMBB41:09
7	Define technological change.	Understand	CO 9	CMBB41:09
8	Define automation.	Understand	CO 9	CMBB41:09
Part - B (Long Answer Questions)				
1	Define factory. What are the objectives of factory act.	Understand	CO 8	CMBB41:08
2	Describe the applicability of factory act 1948	Understand	CO 8	CMBB41:08
3	Explain the provisions relating to hazardous processes.	Remember	CO 8	CMBB41:08
4	Explain rules regarding annual leave with wages.	Understand	CO 8	CMBB41:08
5	What are the important provisions of factories act 1948?	Understand	CO 8	CMBB41:08
6	Describe the various welfare facilities need to be provided according to Factories act.	Understand	CO 8	CMBB41:08
7	What is mines act. What are the objectives of mines act.	Understand	CO 8	CMBB41:08
8	Give various definitions under Sec 2 , Mines act.	Understand	CO 8	CMBB41:08

9	What are the provisions as health and safety under mines act.	Remember	CO 8	CMBB41:08
10	What are the employment conditions given under Mines act.	Remember	CO 8	CMBB41:08
11	Describe the conditions related leave with wages under Mines act.	Understand	CO 8	CMBB41:08
12	Define technological change. Explain the impact of technology on industrial relations.	Understand	CO 8	CMBB41:08
13	Define technological change. Explain the types of technological change.	Understand	CO 9	CMBB41:09
14	Describe the relation between industrial relation and technological change.	Understand	CO 9	CMBB41:09
Part – C (Problem Solving and Critical Thinking)				
1	Explain strike and lay off.	Remember	CO 8	CMBB41:08
2	What is lockout state its consequences	Understand	CO 8	CMBB41:08
3	What are causes of industrial unrest?	Understand	CO 10	CMBB41:10
4	Explain The factories Act 1948 & mines Act 1952 with suitable example	Understand	CO 9	CMBB41:09
5	Industrial relations and technological change in recent trends.	Understand	CO 10	CMBB41:10

Prepared by:

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HOD, MBA