



**MEASI INSTITUTE OF MANAGEMENT
CHENNAI-14**

**Approved by All India Council of Technical Education and
Affiliated to the University of Madras, ISO 9001:2015 Certified Institute**

Industrial and Labour Relations

HR Elective

Question Bank



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Part -A

1. Define Industrial Relations.
2. What do you mean by industrial Relation?
3. Define Adjudication ?
4. Define Labour Welfare ?
5. What is a strike?
6. What is a lock-out?
7. When is a strike or lock-out illegal?
8. What is a collective agreement?
9. What is craft union?
10. What is collective bargaining?
11. Who can participate in collective bargaining?
12. How do unions get bargaining rights?
13. What is voluntary recognition?
14. When can a union apply for certification?
15. Define Health
16. How does collective bargaining begin?
17. What is craft union.
18. Define : Mediation
19. Define Strike?
20. Define Picketing?
21. What is Gheroa?
22. Define Hunger Strike
23. Define stay away strike
24. Define Tools-Down strike
25. Define lightning strike
26. Define sympathetic strike
27. Define labour welfare work



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28. Define contract labour
29. Define – Grievance
30. Closure.
31. Explain the following terms under the Industries Disputes Act, 1947.
 - a. Average pay ---
 - b. Conciliation Proceeding ---
 - c. Employer ---
 - d. Independent Person ---
 - e. Public Utility Service ---
 - f. Industrial Establishment or undertaking ---
 - g. Working Committee ---
 - h. Conciliation Officer ---
 - i. Court of Inquiry ---
 - j. Collective Bargaining ---
32. Write short notes on the following under the Industrial Dispute Act, 1947-----
 - i. Award
 - ii. Closure
 - iii. Controlled Industry
 - iv. Court
 - v. Industry
 - vi. Strike
 - vii. Tribunal
 - viii. Unfair Labour Practice
 - ix. Wages
 - x. Workman
 - xi. Continuous Service

Part - B

33. Write down the significance of Industrial relations



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34. Brief the objectives of IR
35. What is the scope of IR?
36. Explain the approaches to IR.
37. Explain in detail the various factors affecting IR
38. Write in detail on the benefits of participative management
39. write brief note on Joint Consultation.
40. Explain the application of psychology to industrial relations
41. Elaborate the significance of harmonious industrial relation
42. Write down the causes of poor IR.
43. Why an industrial unit need peace
44. Explain in detail the Functional Requirements of a Successful Industrial Relations

Programme

45. What do you mean by Conciliation?
46. Find out various roles of conciliator?
47. What are the types of arbitration?
48. Describe any two qualifications of arbitrators?
49. what are the objectives of code of conduct
50. write a short note on Reformist union
51. What do conciliators and mediation officers do?
52. What if no agreement is reached during the conciliation process?
53. Can there be a strike or lock-out during the term of the collective agreement?
54. Can amendments be made to a collective agreement?
55. What is interest arbitration?
56. What is rights arbitration?
57. How are grievances settled?



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58. How can a trade union and an employer receive assistance in settling a grievance?
59. Who selects the arbitrator or members of an arbitration board?
60. Who pays for arbitration?
61. How long does an arbitration board have to settle a dispute?
62. What is expedited arbitration?
63. What is the normal procedure to use expedited arbitration?
64. What power does the arbitrator or arbitration board have?
65. Who can go on strike or be locked out?
66. Must there be a strike or lock-out vote before a strike or lock-out can take place?
67. When a majority votes in favour of a strike or lock-out, must there be a strike or lock-out?
68. When can a strike or lock-out vote take place?
69. Must advance notice be given before strike or lock-out activity?
70. What do you mean by three-tier system of adjudication?
71. What do you mean by intra-mural activities?
72. What do you mean by extra mural activities?
73. What do you mean by industrial dispute?
74. Describe different types of strike?
75. Describe some important workers training programmes
76. Describe basic reason for the causes of industrial dispute
77. Write any four principles of code of conduct.
78. Describe, few general features of trade union
79. Write down basic reasons for the importance of industrial health?
80. Write down the various factors for the causes of absenteeism.
81. Write down some basic steps taken to prevent the accidents?



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82. Write down some safety education and training programmes to prevent accidents.
83. Write down some safety enforcement to prevent accident?
84. Write down the importance of occupational safety and health.
85. Write down some important safety policies?
86. Impact of labour moment
87. Enactment of legislative measure taken by different governments.
88. Write down some scope of personal research on industrial health in India
89. Write down some important legislative measures provided for the welfare of women workers?
90. Write down some important benefits provided for the benefits of women workers in India ?
91. Write down the difficulties faced by the women workers in India?
92. What do you mean by impact of industrial disputes?
93. What do you mean by stay-in-strike?
94. What do you mean by Apprenticeship Training Scheme?
95. Describe the important functions of trade union.
96. Describe any two important objectives of the Indian National Trade Union Congress:
97. Describe any two important objectives of the All-India Trade Union Congress.
98. Write some important problems of the Indian Trade Union.
99. explain the significance of industrial health
100. What do you mean by Psychological hazard
101. Write down various levels of workers education programme conducted in India.
102. Write down some important factors affecting industrial relations.
103. What do you mean by labour courts?
104. What do you mean by Industrial Tribunals?
105. Mention some important environmental hazards?
106. What do you mean by biological hazards?
107. List out the common causes of grievance.
108. What do you mean by Industrial peace?



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109. What do you mean by National Tribunal?
110. Write down important objectives of trade union.
111. Write down some important problems of trade unions.
112. What do you mean by industrial dispute.
113. Write an essay on the growth of trade union in India.
114. Discuss the problems of industrial relation in public sector.
103. Explain the Components of Industrial relations system.
104. Explain the features & Functions of Trade Unions.
105. Explain the concept of Collective bargaining.
106. What is worker's participation in management? State some characteristics?
107. Elaborate the causes for Industrial disputes.
108. Explain the concept of Conciliation
109. Explain the concept of Arbitration
110. Discuss in detail about labour court in adjudication system.
111. Difference between strike and lock-out.
112. what are Kinds of strike
113. Difference between retrenchment and lay-off.
114. Amalgamation of Trade union
115. explain the Procedure of Dissolution of Trade union
116. Discuss the object and scope of Industrial Disputes Act.

Part – C

117. What happens if an employee or trade union feels that the employer is not following the terms of the collective agreement, or if there is a disagreement about the meaning of a part of the collective agreement?
118. During collective bargaining, is it possible for wage rates and other working conditions to be changed?



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110. What can one side do if the other side refuses to negotiate or appears not to be negotiating in good faith?
111. What happens if, during negotiations, an employer and a trade union cannot agree on the terms to be included in a collective agreement?
112. Can the employer file a grievance if the union is not complying with the agreement?
113. Discuss in detail about Industrial tribunal in three-tier system of adjudication.
114. Write a essay on National tribunal in three-tier system of adjudication.
115. Elaborate Industrial Peace.
116. State the advantages and evils of Arbitration process.
117. State the scope of Labour welfare work.
118. What is Labour welfare? Discuss the principles of labour welfare services?
119. Define labour welfare officer. State the qualification and the duties of
120. What do you mean by Counseling? Elaborate the steps in counseling process.
121. Discuss in detail the concept of Work Stress.
122. Elaborate Industrial Accidents
123. Discuss in detail about Industrial Fatigue
124. What do you mean by Industrial Health? Explain Occupational Hazards & Occupational diseases.
125. How industrial disputes will be resolved as per Industrial Disputes Act 1947.
126. Explain in detail Whether Individual disputes can be treated as industrial dispute?.Explain in detail.
127. Sec-11 A of Industrial Disputes Act gives discretionary power to labour court, Industrial tribunal, and National tribunal to give appropriate relief to discharged or dismissed workmen. Explain in detail.
128. What is lock out? Whether a notice is necessary before declaring lock out? If so under what circumstances a notice can be dispensed with? what are the consequences of illegal lockout? Illustrate your answer.



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129. what is the jurisdiction of labour court under Industrial Disputes Act? Also mention its power and duties.
130. Explain the various authorities under the act with special reference to settlement of Industrial dispute. Unique Page 43-44
131. What is strike? Whether a notice is necessary before declaring strike? When a strike becomes illegal? Explain the provision regarding imposing of penalty on a parties to illegal strike.
132. What is trade union? what is the mode of registration of trade union and under what circumstances a certificate of registration of trade union may be withdrawn or cancelled by Registrar?
133. Discuss the Rights and immunities available to a registered trade union under the trade union Act-1926.
134. Discuss the qualification and disqualification of office bearer and members of trade union, can a minor be a member of trade union ?If yes under which provision. Is it necessary for office bearer to be connected with Industry?
135. How industrial disputes will be resolved as per Industrial Disputes Act 1947
136. Explain the objects and characteristics of Industrial Disputes Act, 1947.
137. What is the definition of “Industrial Dispute” under Industrial Dispute Act, 1947 ? When does it arise ? When does an ‘Individual dispute’ become an ‘Industrial Dispute’ ?
138. Whether the followings comes under the definition of Industrial disputes or not ? ---
139. What are the various authorities under the Industrial dispute Act, 1947 ? Discuss the constitution and function of the authorities.
140. Discuss machineries which the Industrial Disputes Act, 1947 provide for the settlement of the Industrial Disputes ? Are these measures sufficient in your opinion in the direction of achieving the aim ?
141. Examine the constitution, powers and functions of the Board of Conciliation constituted under the Industrial Disputes Act, 1947. Discuss the consequences does if the Board fails to reach any conciliation ?



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142. What do you understand by Retrenchment ? Discuss the condition precedent to retrenchment and procedure for retrenchment under Industrial Disputes Act, 1947.
143. Explain the “Unfair Labour Practice” and discuss the law relating to the unfair labour practice as provided in the Industrial Disputes Act, 1947.
144. 'Trade Union ?' Who are disqualified to be the member and office-bearer of the registered Trade Union ? Can an outsider be an office-bearer of a registered Trade Union ? If so, in what proportion ?
145. Requirements and procedure for registration of a Trade Union under the Trade Union under the Trade Unions Act. Duties of Registrar while considering the application for Registration of a Trade Union. What is the remedy if registration to a union is refused ? Can registration be cancelled ?
146. Rights and liabilities of a registered Trade Union.
147. Discuss the grounds on which registration of a Trade Union can be withdrawn or cancelled by the Registrar of Trade Union.
148. Who is a protected workman? How many of them are permissible in an Industrial establishment and how are they chosen? What protection does the Act provide for “protected workmen”, in the case of prejudicial alteration of conditions of their service or punishment during the pendency of a proceeding under the Act?
149. Powers of the appropriate Government regarding the transfer of proceedings under the Industrial Disputes Act, 1947?