



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
& MANAGEMENT STUDIES, BHUBANEWAR

Semester: 6th Semester (IMBA)
Batch: 2022-27
Subject: HRM-II
Name:
Reg. No.:

Date: 25.03.2025
Quiz Test
Duration:
Full Marks: 10
Sec:

Answer all the Questions:

Q1) Which of the following is NOT a cause of industrial disputes?

- a) Wages and allowances
- b) Working conditions
- c) Employee motivation programs
- d) Job security

Q2) Which of the following is a method of resolving industrial disputes?

- a) Strikes and lockouts
- b) Collective bargaining
- c) Mediation and arbitration
- d) All of the above

Q3) Which of the following is NOT a type of industrial dispute?

- a) Interest dispute
- b) Rights dispute
- c) Psychological dispute
- d) Grievance dispute

Q4) Which of these is a key advantage of collective bargaining for employees?

- a) Higher wages and better benefits
- b) Individual negotiations
- c) Reduced union influence
- d) Increased employer control

Q5) Which of the following is a common method for resolving industrial disputes?

- (a) Unilateral employer decrees.
- (b) Collective bargaining.
- (c) Employee resignation.
- (d) Ignoring the dispute.



Q6) What is a "strike" in industrial relations?

- (a) A form of employer retaliation.
- (b) A collective refusal by employees to work.
- (c) A management strategy to reduce costs.
- (d) A government-mandated work stoppage

Q7) Which of the following is a key element of effective collective bargaining?

- (a) Unilateral employer decision-making.
- (b) Mutual respect and good-faith negotiation.
- (c) Government coercion.
- (d) Employee intimidation.

Q8) Which of the following is a type of collective bargaining?

- a) Distributive bargaining
-) Integrative bargaining
- c) Concessionary bargaining
- d) All of the above

Q9) What is the final step in the collective bargaining process?

- a) Negotiation
- b) Agreement
- c) Implementation
- d) Conflict

Q10) A strike declared without following legal procedures is called a:

- a) General strike
- b) Lockout
- c) Wildcat strike
- d) None of the above