

Industrial Labour Interview Questions And Answers Guide.



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Industrial Labour Job Interview Preparation Guide.

Question # 1

What is unitary approach?

Answer:-

From employer's perspective, unitary approach means:

- * The staffing policies should be exercised to unify the efforts. They should motivate the employees.
- * The objectives of the organization should be discussed with the employees.
- * A reward system should exist to secure loyalty and commitment from the employees
- * Line managers should take the responsibility of their team.
- * Staff-management conflicts arise from lack of information and inadequate presentation of management policies.
- * Personal objectives of the employees should be integrated with the overall objectives of the organization.

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Question # 2

Explain the major steps of collective bargaining?

Answer:-

The major steps of collective bargaining are:

- * Preparatory - In this stage the negotiation team is formed which comprises of the members of both the teams. Both the sides need to take a stock of their situation to find the matters which they need to take up discussion, their stand on it.
- * Discussion - In this stage the ground rules governing the negotiation process are set with the agreement of both the parties.
- * Proposal - The issue for which the meeting is called is defined and the possible solutions are put forth.
- * Bargaining - This is the phase where actual bargaining takes place and its nitty gritty are decided.
- * Settlement - After a consensus is reached, this stage consists of effective joint implementation of the agreement.

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Question # 3

Explain Militant functions?

Answer:-

These activities include strike, lock outs, gherao etc which means putting up a fight with the management. Hence, they are called militant functions. They are carried out for following purposes:

- a.) Rise in wages
- b.) Rise in the status of workers
- c.) Protection against injustice

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Question # 4

What are Lockouts?

Answer:-

Lock out is a management's tool in which an employer prevents the workers from working. This is a pressure tactic used by the management.

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Question # 5

Tell me what do conciliators and mediation officers do?

Answer:-

Conciliators and mediation officers attempt to resolve differences between parties by offering the input of a neutral third party into the matters in dispute. They then file a report with the Minister.

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Question # 6



Do you know what is a strike?

Answer:-

A strike is a cessation of work, a refusal to work or to continue work by employees in combination or in concert with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit production for the purpose of compelling an employer to agree to terms or conditions of employment.

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Question # 7

Do you know what is Job Analysis?

Answer:-

Job analysis is the process of studying and collecting information relating to operations and responsibilities of a specific job.

Job analysis is a systematic exploration of activities within a job. It is a basic technical procedure that is used to define duties and responsibilities and accountabilities of the job.

Each job has certain ability requirements associated with it. Job analysis is a process used to identify these requirements.

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Question # 8

Do you know what is industrial relations system?

Answer:-

Industrial relations are the relations between employees, employers, government and trade unions within the organizational structure.

The industrial relations system is a system of relationship between all the parties involved. A sound IR system will create an environment conducive for organizational growth and labour welfare.

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Question # 9

Do you know the unitary perspective of IR from employer point of view?

Answer:-

The unitary approach believes that the employees and employers share the same objectives, interests and purposes. They work hand-in-hand for the betterment of the organizations. However, this system expects loyalty from the employees.

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Question # 10

What is the importance of collective bargaining to employees?

Answer:-

Importance of collective bargaining to employees:

- * It increases the strength of employees as a group.
- * It helps in boosting their self respect and level of motivation
- * It increases their sense of responsibility
- * It helps in reaching a quick and fair settlement for employee's issues.

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Question # 11

Tell me what are the main causes of Industrial dispute?

Answer:-

Following are the main causes of industrial dispute:

- i.) Wages/ Allowance/ Bonus/ Work Load
- ii.) Leave/ Working hours/ Work conditions
- iii.) Retrenchment/ Lay offs
- iv.) Indiscipline/ Violence

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Question # 12

Do you know what is the difference between PM and HR?

Answer:-

Personnel Management is widely used few years back. The main task of PM was to maintain personal records of the employees of the organization. It was just a job to maintain the records (Database), sometime PM use to take care of the recruitment and joining formalities but never expected beyond that.

Human Resource Management takes care of all the aspect, right from

- * Strategic planning
- * Recruitment
- * Joining formalities
- * Induction
- * Training
- * Employee relationship
- * Handling Employee Grievances
- * Attrition
- * Retention
- * Exit Formalities



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Question # 13

Explain the various parties involved in IR system?

Answer:-

The main parties involved in the IR system are:

- i.) Employers - They are the ones who possess the rights to hire the employees and remove them. They also possess the rights to relocate, close or merge the business. They can opt for technological changes as and when they see it in the interest of business.
- ii.) Employees - They are actually the ones who keep the business moving. They possess the rights to voice their opinions and feelings while striving for betterment. They usually form the unions to negotiate with the employers.
- iii.) Government - Government is the one who influences the IR system with laws, rules, agreements, awards of court etc. They also include third parties & labour and tribunal courts to manage the IR system.

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Question # 14

What is Intra-organizational bargaining?

Answer:-

This kind of bargaining aims at achieving the consensus within the trade union and management group.

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Question # 15

What is a collective agreement?

Answer:-

A collective agreement is an agreement in writing between an employer and the trade union representing employees of the employer which contains provisions respecting conditions of employment, rates of pay, hours of work, and the rights and obligations of the parties to the agreement. Ordinarily the agreement is for a definite period such as one, two or three years, but not less than twelve months. Under some conditions, amendments are made to agreements by mutual consent during the term of the agreement in order to deal with special circumstances.

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Question # 16

Do you know what is Job?

Answer:-

Job is a collection of task to be performed everyday.

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Question # 17

Tell me why is it important to have an IR system in place?

Answer:-

It is important to have an IR system in place

- * To ensure that the workers are not over powered and used by the employer.
- * To ensure that the workers do not blackmail the employers with unnecessary demand leading to a loss of production
- * To ensure that the economy keeps growing
- * To ensure that even if a problem arises, it is solved amicably.

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Question # 18

Explain SHIFT and RELAY?

Answer:-

Where the work of the same kind is carried out by two or more of sets of workers working during different periods of the day each of such sets is called RELAY and each of such periods is called SHIFT.

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Question # 19

Do you know the unitary perspective of IR from employee point of view?

Answer:-

The unitary approach from employee's point of view means that:

- * The purpose of a union is to act as a means of better communication between all the parties.
- * All the parties should focus on good relationships and good working terms and conditions
- * There should be flexibility in working practices.
- * Employees should have a participation in workplace decisions. This promotes teamwork, creativity, problem solving abilities.
- * Employees should have a feeling that the skills of their managers support them in their work.

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Question # 20

What is CBA?

**Answer:-**

CBA - Collective Bargaining Agreement is the result of collective bargaining procedure.

These agreements can be in one of the two forms:

- * Procedural agreement
- * Substantive agreement

Procedural agreements - They usually deal with the relationship between employees and employers to resolve individual and group issues. These are usually filed in the company's rule book.

Substantive agreements - This kind of an agreement deals with specific issues like basic pay, leave policy, bonus payment etc.

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Question # 21

Explain Fraternal functions?

Answer:-

These functions are carried out by the trade unions for the welfare of their employees which includes:

- a.) Measures to boost up the workers' morale
- b.) Foster self confidence
- c.) Develop sincerity and discipline
- d.) Protection to women workers against discrimination

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Question # 22

Tell me what can one side do if the other side refuses to negotiate or appears not to be negotiating in good faith?

Answer:-

If one party does not respond to a notice to bargain, or appears not to be bargaining in good faith, the other party may file a complaint with the Minister. The Minister may then refer the complaint to the Labour and Employment Board.

The Board shall inquire into the complaint and determine whether to dismiss the complaint or order compliance with the requirement to bargain in good faith. One of the parties or both may also apply to the Minister for the appointment of a conciliation officer.

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Question # 23

Tell us how long does an arbitration board have to settle a dispute?

Answer:-

An arbitrator or an arbitration board shall proceed with and complete the arbitration as expeditiously as possible, having regard to the interests of the parties, and shall render an award within 3 months after the date of appointment of an arbitrator or arbitration board. The time for making the award may be extended by the parties. Whether the time for making the award has expired will not invalidate an award.

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Question # 24

Tell me when a majority votes in favour of a strike or lock-out, must there be a strike or lock-out?

Answer:-

No, just because a majority votes in favour of a strike or lock-out, the bargaining agent or employers' organization is not obligated to declare a strike or lock-out.

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Question # 25

Explain the three factors Dunlop's theory advises to consider while conducting an analysis of management-labour relationship?

Answer:-

The three factors that Dunlop's theory advises to consider while analysing management-labour relationship are:

- * Environmental factors - Socio-political, technological, legal.
- * Characteristic and interaction of key parties - employee, employer, government
- * Rules obtained from the interactions that govern the employment relationship

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Question # 26

What is Integrative bargaining?

Answer:-

Also termed as co-operative bargaining, this form of bargaining is for overall improvement in the working of the organization. No party loses here, so, the level of co-operation is more.

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Question # 27

Why are trade unions formed?

Answer:-

- * Trade unions are formed to protect their members from the exploitation by their employers.
- * They negotiate with the management the issues affecting the employees working in the organization.
- * They intervene in the decisions which affect the workers directly like transfer, lay off etc.



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Question # 28

Explain some central trade union organizations existing in India?

Answer:-

Some of the central trade unions in India are:

- i.) AITUC - All India Trade Union Congress
- ii.) BMS - Bhartiya Mazdoor Sangh
- iii.) CITU - Centre of Indian Trade Unions
- iv.) HMKP - Hind Mazdoor Kisan Panchayat
- v.) HMS - Hind Mazdoor Sabha
- vi.) IFFTU - Indian Federation of Free Trade Unions
- vii.) INTUC - Indian National Trade Union Congress
- viii.) NFITU - National Front of Indian Trade Unions
- ix.) NLO - National Labour Organization
- x.) TUCC - Trade Unions Co-ordination Centre
- xi.) UTUC - United Trade Union Congress
- xii.) UTUC - LS - United Trade Union Congress

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Question # 29

Basic Industrial Labour Job Interview Questions:

Answer:-

- * What is industrial relations system?
- * Name the various parties involved in IR system?
- * What are the main issues covered IR system?
- * Why is it important to have an IR system in place?
- * What are the benefits of having an industrial relations system in place?
- * What are the main objectives of industrial relations system?
- * Explain Dunlop's theory of industrial labor relations.
- * Name the three factors Dunlop's theory advice to consider while conducting and analysis of management-labor relationship.
- * Explain the unitary perspective of IR from employer point of view.
- * Explain the unitary perspective of IR from employee point of view.
- * What is the pluralistic perspective of IR system? What are the implications of this approach?
- * What is marxist perspective of IR system?
- * Explain collective bargaining. What are the different types of activities which comprise collective bargaining.
- * What are the characteristic features of collective bargaining?
- * List down the major steps of collective bargaining.
- * Explain CBA.
- * What is the importance of collective bargaining to employees and employers.
- * Name the three levels at which collective bargaining works?
- * Why are trade unions formed? What services do they provide to the members?
- * Classify and explain the functions performed by trade unions
- * Which major factors motivate employees to join trade union?
- * Name some central trade union organizations existing in India.
- * Classify Indian labor market.
- * What do you mean by Industrial dispute?
- * What are the main causes of Industrial dispute.
- * What is strike? What are its various types? What are its major causes?
- * Explain Lockouts.
- * What measures do you propose to develop congenial Industrial Relations?
- * What are the qualifications required to be a conciliation officer? Explain the process of appointment of conciliation officer as per Industrial Disputes Act, 1947?

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Question # 30

Explain must advance notice be given before strike or lock-out activity?

Answer:-

Written notice, at least 24 hours in advance, must be given by a trade union or an employer before a lawful strike or lock-out can take place.

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Question # 31

Tell me what are the benefits of having an industrial relations system in place?

Answer:-

Following are the benefits of having an effective IR system in place:

- * Continuous production
- * Continuous employment for all
- * Smooth flow of income for workers and businessman
- * Lesser number of disputes between employees and employers like strikes, lock outs, grievances etc.
- * Higher level of motivation in the employees as they consider themselves to be a part of the organization
- * Less wastage of time, man, machine and material
- * Lesser cost of production
- * Optimum utilization of resources leading to higher profits for employers and employees
- * Economic growth of the society



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Question # 32

Tell me when can a strike or lock-out vote take place?

Answer:-

No strike or lock-out vote may be held until 9 days have elapsed (7 day waiting period plus 2 day mailing period) after the Minister has decided not to appoint a conciliation officer or a conciliation board.

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Question # 33

Explain what are collective bargaining. What are the different types of activities which comprise collective bargaining?

Answer:-

Collective bargaining means a process of negotiations between employers and a group of employees. The purpose is to reach an agreement to regulate the working conditions.

The collective bargaining mainly comprises of 4 types of activities:

- i.) Distributive bargaining - Also termed as conjunctive bargaining, this form of bargaining aims at re-distribution of benefits between the management and the group of workers. In this form of bargaining, one group gains while the other loses something.
- ii.) Integrative bargaining - Also termed as co-operative bargaining, this form of bargaining is for overall improvement in the working of the organization. No party loses here, so, the level of co-operation is more.
- iii.) Attitudinal restructuring - This type of bargaining mainly aims at developing a change in the attitude of the management and the employees. The purpose is to reduce the bitterness and develop a congenial atmosphere.
- iv.) Intra-organizational bargaining - This kind of bargaining aims at achieving the consensus within the trade union and management group.

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Question # 34

Explain what happens if, during negotiations, an employer and a trade union cannot agree on the terms to be included in a collective agreement?

Answer:-

Once notice has been given to commence collective bargaining, whether or not actual bargaining has taken place, either party may ask the Minister to appoint a conciliator or mediation officer to assist in the conclusion of an agreement. The request must be accompanied by a statement of difficulties encountered by the parties in negotiations to date.

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Question # 35

Tell me 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?

Answer:-

In such a case, the employee or trade union may file a complaint, referred to as a grievance, with their employer.

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Question # 36

Do you know must there be a strike or lock-out vote before a strike or lock-out can take place?

Answer:-

Yes, a strike or lock-out vote taken by secret ballot must precede any strike or lock-out action. All employees in the bargaining unit are entitled to vote, and a majority must vote in favour in order for the declaration of a strike or lock-out to be made. A lock-out vote is only necessary where an employers' organization is involved. A vote to ratify the employer's offer under the proposed collective agreement and a strike vote may be combined together on a single ballot.

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Question # 37

What are the implications of pluralistic perspective of IR system?

Answer:-

The basic implications of this approach are:

- * Union recognition is encouraged.
- * Calls for an independent external arbitrator for resolution of conflicts.
- * It calls for collective agreements to be negotiated with the trade unions
- * Calls for appointment of IR specialists to advise managers in staffing and matters related to trade unions.

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Question # 38

What is the importance of collective bargaining to employers?

Answer:-

Importance of collective bargaining to employers:

- * It's easier for management to deal with group issues rather than individual issues
- * It leads to an increase in the level of trust among employees and employers benefiting the overall business
- * Reduces absenteeism and labour turnover which increase productivity and reduces the cost and wastage
- * It helps in settling the issues at an initial level before they turn into disputes

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Question # 39

Explain what is strike? What are its various types? What are its major causes?

Answer:-

When workers collectively stop to work in an industry with an intention to make the management agree to their demands, they are said to be on strike.

Strike can be classified into following types:

- i.) Economic strike - for demands like wages and bonus
- ii.) Sympathetic strike - to support the strike in other units.
- iii.) General Strike - Strike by all the unions in an industry or region.
- iv.) Sit down strike - Workers come to the work place but do not work
- v.) Slow down strike - Workers work but at a low efficiency
- vi.) Sick - A large number of members call in sick on the same day.
- vii.) Wild cat strikes - Carried out with the consent of unions.

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Question # 40

Tell me during collective bargaining, is it possible for wage rates and other working conditions to be changed?

Answer:-

Once notice to bargain has been given, unless the parties otherwise agree, wage rates, benefits, working conditions, and other rights must remain the same until a collective agreement has been concluded or the parties are in a strike or lock-out position.

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Question # 41

Explain how can a trade union and an employer receive assistance in settling a grievance?

Answer:-

If the grievance procedure outlined in the collective agreement has been exhausted and the grievance has not been settled, the parties may submit the grievance to arbitration for a final and binding determination. Arbitration may be done by a sole arbitrator or by an arbitration board.

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Question # 42

Explain what is the pluralistic perspective of IR system? What are the implications of this approach?

Answer:-

- * Pluralism perspective views the organization being made up of two groups - Management and trade unions. Both of them are considered strong.
- * It sees the conflicts over distribution of profits as normal and unavoidable.
- * It believes that the role of management is more of persuading and co-ordinating
- * Conflict is not viewed as a bad thing and is dealt with through collective bargaining
- * Trade unions are viewed as legitimate representatives of employees.

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Question # 43

Tell me what measures do you propose to develop congenial Industrial Relations?

Answer:-

Following are certain measure to promote congenial industrial relations:

- i.) Personnel policies acceptable to all - These should be formulated in conjunction with representatives of employees, clearly stated and uniformly implemented across the organization.
- ii.) Will to sincerely implement the agreements reached together by the management and unions
- iii.) Participation of worker's in managerial decisions
- iv.) Mutual trust and respect within employees and employers
- v.) Compromising attitude
- vi.) Strong and stable unions
- vii.) Government's role as a peacemaker when the employees and employers are not able to solve the issues themselves.

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Question # 44

Explain how does collective bargaining begin?

Answer:-

If a trade union has been certified and no collective agreement is in force, the trade union may give the employer written notice of its desire to bargain or the employer (or employer's organization) may give written notice to the trade union of its desire to bargain.

According to the Industrial Relations Act, where a collective agreement is already in force, either party may within the period of the 90th and 30th day before expiration of the agreement, give notice in writing to the other of its desire to bargain for the renewal or revision of the collective agreement.

Once notice is given, both sides must meet as soon as possible, but no later than 20 days after the notice was given (unless extended upon mutual agreement of the parties), to commence bargaining and must make every reasonable effort to reach an agreement.

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Question # 45

Explain how are grievances settled?

Answer:-

- * a) Every collective agreement must contain a grievance procedure for settling disagreements without work stoppages with respect to the application, interpretation,



and administration of the agreement. Where a collective agreement does not contain such a provision, the Industrial Relations Act deems such a procedure to be included in the agreement.

* b) The grievance mediation procedure is a voluntary process which can be an effective alternative to grievance arbitration. Grievance mediation does not interfere with the rights of the parties to have access to the grievance and arbitration processes. The parties to a collective agreement through the assistance of a grievance mediator, attempt to resolve a grievance through negotiations, therefore allowing the parties to control and shape settlements. If no agreement is reached, the grievance may still be referred to Arbitration. The only expense incurred by the parties in grievance mediation is the cost of the facilities, if necessary.

* c) Arbitration is a process by which a third party makes a settlement decision that is final and binding on the parties. The Arbitrator is not familiar with the negotiations that have taken place between the parties. All he or she knows, and all he or she can base the decision on is what the Arbitrator hears and sees at the Arbitration.

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Question # 46

Explain who can go on strike or be locked out?

Answer:-

All employees defined in a bargaining unit represented by a trade union may legally strike or be locked out by an employer, except those employed as firefighters and police officers who do not have the right to strike.

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Question # 47

Explain what are the main objectives of industrial relations system?

Answer:-

The main objectives of an Industrial relations system are:

- * To protect the interest of employees and employers by building up a congenial relationship.
- * To avoid the human conflicts which can harm the business, the employees and the economic growth of the country.
- * To increase the productivity.
- * To improve the economic conditions of the workers
- * To reduce the number of industrial disputes like strikes, lock outs etc.

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Question # 48

What services do they provide to the members?

Answer:-

Trade unions provide following services to their members:

- * They educate workers about their basic rights and train them with professional skills.
- * They provide legal assistance to the worker when needed
- * They offer financial loans on mortgages to their members
- * They offer financial help to members when they are invalid or unemployed.

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Question # 49

What is collective bargaining?

Answer:-

Collective bargaining is the framework under which the negotiation of the collective agreement takes place. It is a process in which a trade union and an employer negotiate, in good faith, the rights and obligations of a first collective agreement or the renewal of a previous collective agreement. In this process, the parties usually focus on such issues as wages, working conditions, grievance procedures and fringe benefits.

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Question # 50

Tell me can the employer file a grievance if the union is not complying with the agreement?

Answer:-

Yes, such grievances are handled in much the same way that employee or trade union grievances are handled.

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Question # 51

Explain what is the normal procedure to use expedited arbitration?

Answer:-

An application must be filed with the Minister of Post-Secondary Education, Training and Labour for expedited arbitration (application forms are available via the Industrial Relations Branch of the department) at (506) 453-2261. Within 28 days of receiving a request, an arbitrator will be appointed and conduct a hearing. If both parties agree, a mediator may be appointed to assist in settling the grievance before the hearing. If the grievance is not settled, the grievance will proceed to arbitration. If requested by the parties, the arbitrator will provide written reasons for the decision within 21 days of the end of the hearing. This decision is filed with the Minister.

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Question # 52

Explain must there be a strike or lock-out vote before a strike or lock-out can take place?

Answer:-



Yes, a strike or lock-out vote taken by secret ballot must precede any strike or lock-out action. All employees in the bargaining unit are entitled to vote, and a majority must vote in favour in order for the declaration of a strike or lock-out to be made. A lock-out vote is only necessary where an employers' organization is involved. A vote to ratify the employer's offer under the proposed collective agreement and a strike vote may be combined together on a single ballot.

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Question # 53

Explain what power does the arbitrator or arbitration board have?

Answer:-

Arbitrators and arbitration boards have broad powers, including the power to summons witnesses before them; to hear evidence under oath; to receive and accept relevant evidence; and to correct any clerical mistake, error or oversight found in their award. They also have the power to enter any premises concerning the matter(s) in dispute for a site visit. A decision of an arbitrator or of an arbitration board is final and conclusive to the matter in dispute.

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Question # 54

Explain what are the characteristic features of collective bargaining?

Answer:-

The main features of collective bargaining are:

- * It is a group process involving at least two parties.
- * It is a process of negotiations through mutual discussions and compromise.
- * It is a formal process in which employers and formal trade unions participate for discussions.
- * It is a flexible process consisting of various steps.
- * The process works on the basis of mutual trust and understanding between the two parties.
- * It is a complementary process where each party has something to offer to each other.
- * It is a constructive ongoing process.

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Question # 55

Explain and Classify the functions performed by trade unions?

Answer:-

The functions performed by trade unions can be classified into two groups:

- i.) Militant Functions
- ii.) Fraternal Functions

* Militant functions:

These activities include strike, lock outs, gherao etc which means putting up a fight with the management. Hence, they are called militant functions. They are carried out for following purposes:

- a.) Rise in wages
- b.) Rise in the status of workers
- c.) Protection against injustice

* Fraternal functions

These functions are carried out by the trade unions for the welfare of their employees which includes:

- a.) Measures to boost up the workers' morale
- b.) Foster self confidence
- c.) Develop sincerity and discipline
- d.) Protection to women workers against discrimination

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Question # 56

Explain what is expedited arbitration?

Answer:-

It is an option open to parties to a grievance that allows the grievance to be settled by an arbitrator within a set time limit. You can request expedited arbitration after you have exhausted the grievance procedure under your collective agreement or, 30 days have elapsed since the grievance was first brought to the attention of the other party, whichever comes first.

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Question # 57

Tell us when can a union apply for certification?

Answer:-

Where no collective agreement is in force and no trade union is certified under the Act, an application for certification may be made at any time before the Labour and Employment Board.

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Question # 58

Explain what is marxist perspective of IR system?

Answer:-

- * The focus of Marxist perspective of IR system is on fundamental division of interest between capital and labour.
- * It assumes that the conflict at work place is a reflection of conflict in the society.
- * Trade unions are deemed as a natural response from workers to protect themselves against exploitation.

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**Question # 59**

Tell me when is a strike or lock-out illegal?

Answer:-

A strike or lock-out is illegal while a collective agreement is in operation.

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Question # 60

What is Attitudinal restructuring?

Answer:-

This type of bargaining mainly aims at developing a change in the attitude of the management and the employees. The purpose is to reduce the bitterness and develop a congenial atmosphere.

[Read More Answers.](#)

Question # 61

Tell me who pays for arbitration?

Answer:-

Each of the parties pay one-half the remuneration and expenses of an arbitrator and, in the case of an arbitration board, each party pays for the person they appointed and one-half of the Chairperson's remuneration and expenses.

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Question # 62

Explain the three levels at which collective bargaining works?

Answer:-

The three levels at which collective bargaining works are:

- i.) National level
- ii.) Sector/ Industry level
- iii.) Company level

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Question # 63

Explain who can participate in collective bargaining?

Answer:-

Every employee (except managers; superintendents; and persons who in the opinion of the Labour and Employment Board are employed in a confidential capacity in matters relating to labour relations or who exercise management functions) has the right to be a member of a trade union and to participate in the union's lawful activities, including collective bargaining.

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Question # 64

What is Distributive bargaining?

Answer:-

Also termed as conjunctive bargaining, this form of bargaining aims at re-distribution of benefits between the management and the group of workers. In this form of bargaining, one group gains while the other loses something.

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Question # 65

Tell me which major factors motivate employees to join trade union?

Answer:-

The major factors which motivate the employees to join trade union are:

- i.) Increase in bargaining power
- ii.) Lesser discrimination
- iii.) Higher sense of security and belongingness
- iv.) Stage for self expression
- v.) Ability to participate in management activities giving a sense of involvement

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Question # 66

Tell me can there be a strike or lock-out during the term of the collective agreement?

Answer:-

No, there can be no strike or lock-out during the term of a collective agreement.

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Question # 67

What are Procedural agreements?

**Answer:-**

They usually deal with the relationship between employees and employers to resolve individual and group issues. These are usually filed in the company's rule book.

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Question # 68

Explain who selects the arbitrator or members of an arbitration board?

Answer:-

An arbitrator is appointed by the parties on mutual agreement and, in the case of an arbitration board, each party appoints one person to be a member of the board. These two members appoint a third to be chairperson. If these appointments are not made, the Minister Post-Secondary Education, Training and Labour upon the request of either party, may make such appointments.

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Question # 69

What are Substantive agreements?

Answer:-

This kind of an agreement deals with specific issues like basic pay, leave policy, bonus payment etc.

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Question # 70

Explain what is a lock-out?

Answer:-

A lock-out is the closing of a place of employment, a suspension of work, or a refusal by an employer to continue to employ a number of its employees, for the purpose of compelling bargaining unit employees to agree to terms or conditions of employment.

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Question # 71

Tell us can there be a strike or lock-out during the term of the collective agreement?

Answer:-

No, there can be no strike or lock-out during the term of a collective agreement.

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Question # 72

Explain Indian labour market?

Answer:-

Indian labour market can be mainly classified into 3 categories:

- i.) Rural workers
- ii.) Organized
- iii.) Unorganized

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Question # 73

Suppose what if no agreement is reached during the conciliation process?

Answer:-

If no agreement can be reached by the parties, they may agree to submit their differences to binding arbitration (firefighters and police officers must proceed in this fashion) or they may, after 9 days from the date the conciliation board report is filed, engage in a strike or lock-out.

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Question # 74

Explain what is rights arbitration?

Answer:-

Referred to as "Grievance" arbitration it occurs where a difference arises between the parties relative to the interpretation, application or to the administration a collective agreement.

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Question # 75

Tell me what do you mean by Industrial dispute?

Answer:-

Industrial dispute can be defined as conflict between management and workers regarding payments or conditions related to work.

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Question # 76

Explain what is interest arbitration?



Answer:-

Referred to as "Collective Agreement" arbitration it occurs where the parties cannot agree to the terms and conditions of a proposed collective agreement. Interest arbitration may be voluntary or compulsory. (In New Brunswick, it is compulsory for firefighters and police officers, voluntary for all other groups of employees).

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Question # 77

Tell me how do unions get bargaining rights?

Answer:-

There are two methods of gaining bargaining rights. The first is certification and the second is voluntary recognition.

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Question # 78

Tell me what is voluntary recognition?

Answer:-

Voluntary recognition is where a trade union acquires the status of exclusive bargaining agent for a group of employees in a defined bargaining unit because an employer voluntarily agrees to recognize it as such.

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Question # 79

Tell us can amendments be made to a collective agreement?

Answer:-

Yes, revisions of any provision in the agreement, other than a provision relating to the term of the agreement's operation, may be made at any time with mutual consent of the parties.

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Question # 80

Explain what is certification?

Answer:-

Certification is the process whereby the Labour and Employment Board designates a trade union as the sole and exclusive bargaining agent for a group of employees, referred to as a bargaining unit, following proof that the bargaining agent has majority support among the employees in the bargaining unit.

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