

TEST BANK

INDUSTRIAL RELATIONS IN CANADA



HEDDON / BROWN / WALSWORTH

1. A strike is an action by workers in which they stop performing duties and do not report to work.

- a. True
- b. False

ANSWER: True

2. Some argue that the term “employee relations” is anti-union, yet some unions use the term for internal staff positions.

- a. True
- b. False

ANSWER: True

3. Dunlop’s concept of shared ideology refers to a set of common beliefs held by the actors of the Industrial Relations system.

- a. True
- b. False

ANSWER: True

4. Procedural rules refer to the outcomes of employment relationships.

- a. True
- b. False

ANSWER: False

5. Collective bargaining is the process by which management and labour negotiate the terms and conditions of employment in a unionized workplace.

- a. True
- b. False

ANSWER: True

6. A union is a group of employees who bargain the terms and conditions of employment.

- a. True
- b. False

ANSWER: False

7. Human Resources focus on the relationship between the employee and governmental regulations.

- a. True
- b. False

ANSWER: False

8. According to Dunlop, the role of Specialized Government Agencies is to develop, implement, and administer legislation and policies pertinent to the employment relationship.

- a. True
- b. False

ANSWER: True

9. Dunlop suggests that the distribution of power is somewhat important.

- a. True
- b. False

ANSWER: False

10. Competitive factors in the product/service market play a large role in Industrial Relations.

- a. True

b. False

ANSWER: True

11. Barbash's (1987) equity–efficiency theory argues that employers may hold the value of profitability and competitive advantage.

a. True

b. False

ANSWER: True

12. According to Georgetti, temporary foreign workers should be placed into the permanent immigration stream only when necessary.

a. True

b. False

ANSWER: False

13. Technology is included in the economics subsystem of the IR systems framework of the textbook.

a. True

b. False

ANSWER: True

14. According to equity–efficiency theory, unions usually focus on efficiency.

a. True

b. False

ANSWER: False

15. Employee morale is a conversion mechanism in the IR systems framework.

a. True

b. False

ANSWER: False

16. Strikes can be both outputs and conversation mechanisms in the IR systems framework.

a. True

b. False

ANSWER: True

17. Dunlop's concept of shared ideology is not consistent with the human resources/strategic choice view of industrial relations.

a. True

b. False

ANSWER: True

18. A goal of Marxism is to overthrow management and allow employees to have more control of their workplace.

a. True

b. False

ANSWER: True

19. In looking at the job market we can see a considerable range in term of duties and responsibilities of someone in industrial relations.

a. True

b. False

ANSWER: True

20. Money markets do not play a key role in the industrial relations system.
- a. True
 - b. False

ANSWER: False

21. Which term refers to employment relationships and issues, often in unionized workplaces?
- a. labour relations
 - b. employment relations
 - c. industrial relations
 - d. workplace relations

ANSWER: c

22. Which term refers to employment relationships and issues between groups of employees (usually in unions) and their employers (including management groups)?
- a. labour relations
 - b. employment relations
 - c. industrial relations
 - d. workforce relations

ANSWER: a

23. Which document outlines the terms and conditions of employment in a unionized workplace?
- a. employee handbook
 - b. policy manual
 - c. employment contract
 - d. collective agreement

ANSWER: d

24. Which term refers to the employment relationship between employers and individual employees?
- a. labour relations
 - b. employment relations
 - c. industrial relations
 - d. human resources management

ANSWER: d

25. Which term refers to an action by workers in which they cease to perform work duties and do not report to work?
- a. slowdown
 - b. strike
 - c. dispute
 - d. walkout

ANSWER: b

26. According to Meltz (1997), which term refers to the employment relationships and issues in union and nonunion workplaces?
- a. labour relations
 - b. employment relations
 - c. industrial relations

d. human resources management

ANSWER: b

27. Who was one of the first scholars to develop a systemized way to examine employment relationships in North America?

- a. John Dunlop
- b. Alton Craig
- c. Robert Hebdon
- d. Trevor Brown

ANSWER: a

28. Which of the following describes Dunlop's definition of shared ideology?

- a. a set of ideas and beliefs
- b. a set of rules
- c. a set of standards
- d. a set of behaviours

ANSWER: a

29. How many actors are described in Dunlop's industrial relations model?

- a. 2
- b. 3
- c. 4
- d. 5

ANSWER: b

30. In which context does a shared set of ideas and beliefs figure prominently?

- a. strategic choice perspective
- b. Marxist political economy
- c. Dunlop's IR systems model
- d. equity/efficiency theory

ANSWER: c

31. Although Dunlop focused mostly on the product market, what two areas did he consider to be critical to the employment relationship?

- a. product and labour
- b. labour and supply
- c. demand and supply
- d. product and services

ANSWER: a

32. In the industrial relations system, what does the phrase "web of rules" refer to?

- a. clauses in collective agreements
- b. steps in preparing for collective bargaining
- c. three approaches to defining rights and responsibilities
- d. all the laws governing workplace matters

ANSWER: c

33. Why has Dunlop's systems approach been criticized over the past 30 years?

- a. It is a classification system.
- b. It overestimates the importance of power and conflict.
- c. It lacks explanatory power.
- d. It applies to non-union workplaces

ANSWER: c

34. Which of Dunlop's concepts are most similar to the outputs of the IR systems model in the textbook?
- a. substantive rules
 - b. procedural rules
 - c. contextual rules
 - d. shared rules

ANSWER: a

35. Which type of Dunlop's rules is a collective agreement an example of?
- a. substantiv
e
 - b. procedural
 - c. contractual
 - d. legal

ANSWER: a

36. In the IR system, outputs of the system flow back to the external environment. What is this process called?
- a. external inputs
 - b. internal inputs
 - c. feedback loop
 - d. conversion loop

ANSWER: c

37. According to the textbook's adaptation of Dunlop's IR systems model, which group is added as actors in the IR system?
- a. labour (employees and their associations)
 - b. employers and their associations
 - c. government and associated agencies
 - d. end users

ANSWER: d

38. According to the text, the decrease in unionization in the United States calls into question one of Dunlop's concepts. Which concept is called into question?
- a. actors
 - b. contexts
 - c. shared ideology
 - d. web of rules

ANSWER: c

39. Which of the following are internal inputs of Craig's IR system?
- a. government
 - b. actors