

**OLLSCOIL na hEIREANN, GAILLIMH
NATIONAL UNIVERSITY OF IRELAND, GALWAY**

SUMMER EXAMINATIONS, 2000

**SECOND COMMERCE EXAMINATION
HIGHER DIPLOMA IN BUSINESS STUDIES EXAMINATION
THIRD YEAR BACHELOR OF CORPORATE LAW EXAMINATION**

INDUSTRIAL RELATIONS AND PERSONNEL MANAGEMENT - MG 302

Unit Value: 2

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Time allowed: TWO hours

Answer THREE questions.

All questions carry equal marks

Question 1.

A trade union wants to establish itself as the recognised representative of workers within a company. What benefits might it anticipate, both for the union itself and for the members, if the union is recognised, and what concerns might management have in relation to union recognition?

Question 2.

Describe in detail the Labour Court and the Labour Relations Commission.

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Question 3.

Since 1989, Ireland has followed a distinct approach in relation to collective bargaining at national level. Identify the principal features of this general approach and discuss the industrial relations and economic outcomes.

Question 4.

Recruitment and Selection is a process that involves a number of clear and distinct stages. Describe each of these stages. Select one stage in the process and outline how failure to carry out this stage effectively has implications subsequently.

Question 5.

Answer **either** a) **or** b).

a)

In the current Irish Safety and Health legislation, what duties and obligations are imposed on employers and employees? What role does the Health and Safety Authority have and how does it exercise this role?

Question 5 b) is a multiple choice question. **See following pages.**

QUESTION 5b) : MULTIPLE CHOICE QUESTION

Choose the best answer from the responses listed. Use the Answer Sheet provided

Marking system:

+1% for each Correct Answer

0% for No Answer

-1/4% for Incorrect Answer

1. The Court of final appeal in relation to gender discrimination is
 - a) The Circuit Court
 - b) The Labour Court
 - c) The High Court
 - d) The European Court of Justice (ECJ)
 - e) The Supreme Court
2. Being treated less favourably because of exercising one's rights under the Employment Equality Act 1998 is called
 - a) bullying
 - b) optimisation
 - c) discriminatory dismissal
 - d) victimisation
 - e) sexual harassment
3. In cases of alleged unlawful discrimination under the Employment Equality Act, 1998, the burden of proof is on
 - a) The Equality Authority
 - b) The Irish State
 - c) The claimant (person making the claim)
 - d) The respondent (person against whom the claim is made)
 - e) The Employment Equality Agency
4. The Employment Equality Act, 1998, makes discrimination in employment unlawful on grounds of
 - a) Gender, sexual orientation and marital status
 - b) Age and disability
 - c) Religion and family status
 - d) Race or membership of the traveller community
 - e) all of the above
5. In claims for unfair dismissal under the Unfair Dismissals Acts, 1977 and 1993, the burden of proof is on
 - a) the Labour Court
 - b) the employer
 - c) the Labour Relations Commission
 - d) the dismissed person
 - e) all of the above

6. Under the Unfair Dismissals Acts, 1977 and 1993, claims of unfair dismissal must be made within _____ months of the alleged dismissal
- a) 3 (three)
 - b) 1 (one)
 - c) 6 (six)
 - d) 12 (twelve)
 - e) 4 (four)
7. If an unfair dismissals claim is successful under the Unfair Dismissals Acts, 1977 and 1993, the most likely form of redress is
- a) Reinstatement of the dismissed person
 - b) Reengagement of the dismissed person
 - c) Employer is imprisoned
 - d) Employer is fined
 - e) Financial Compensation to the dismissed person
8. Under the Parental Leave Act, 1998, for parents of children under 5 years old, the entitlement is to _____
- a) 14 weeks leave for the mother
 - b) 14 weeks leave for the father
 - c) 14 weeks leave for one parent only, but can be either the father or the mother
 - d) 14 weeks leave for both parents
 - e) none of the above
9. Under the Safety Health and Welfare at Work Act, 1989, every place of employment is required to have
- a) A Safety Representative
 - b) A Safety statement
 - c) A safety improvement notice
 - d) A safety enquiry
 - e) none of the above
10. Pay determination in Ireland at present
- a) is centralised
 - b) is decentralised
 - c) is governed by legislation
 - d) does not include the government
 - e) excludes the trade union movement
11. The Programme for Prosperity and Fairness is the _____ in a series of national agreements
- a) First
 - b) Second
 - c) Third
 - d) Fourth
 - e) Fifth

12. The current form of pay determination in Ireland
- a) Has sidelined the trade union movement
 - b) Has been dominated by the employer agenda
 - c) Has been linked to partnership at all levels
 - d) Has been dominated by public sector pay problems
 - e) Has involved only employers, trade unions and government
13. The current form of pay determination in Ireland
- a) has been associated with increased levels of industrial conflict
 - b) has been associated with increased levels of real income for workers
 - c) has been associated with decreased status for the trade union movement
 - d) has been associated with decreased levels of social partnership in Ireland
 - e) has been associated with none of the above
14. The Unitary perspective regards the workplace as
- a) An organisation that is divided into haves and have-nots
 - b) An organisation based on number of groups with diverse and potentially conflicting objectives
 - c) A family-type organisation with one set of objectives
 - d) An organisation that can only be reformed/changed by conflict
 - e) An organisation based on compromise
15. An employer pursuing a unitarist view of the organisation
- a) Is very likely to recognise trade unions
 - b) Is very reluctant to recognise trade unions
 - c) Tends to expect conflict and ensures conflict resolution structures are in place
 - d) Offers a meaningful role to trade unions
 - e) Is likely to do none of the above
16. Who are the most important parties in the industrial relations relationship?
- a) the employer and the government
 - b) the employer and the employee
 - c) the government and the employees
 - d) the trade unions and the employees
 - e) the employer and the employer associations
17. Which of the following factors effect the industrial relations climate?
- a) political party in power
 - b) economics
 - c) the media
 - d) the E.U.
 - e) all of the above

18. The Irish government currently adopts a _____ role in industrial relations?
- a) confrontational
 - b) partnership
 - c) hostile
 - d) back seat
 - e) none of the above
19. Which of the following is the umbrella body for Irish trade unions?
- a) The ICTU
 - b) The TUC
 - c) SIPTU
 - d) The Labour Court
 - e) The Labour Party
20. The single biggest trade union in Ireland is
- a) MANDATE
 - b) IBEC
 - c) INTO
 - d) IMPACT
 - e) SIPTU
21. What is the most important function of a trade union?
- a) public representation
 - b) collection of subscriptions
 - c) lobbying government
 - d) collective bargaining
 - e) training
22. The largest Irish Employer Association is
- a) Irish Business & Employers Confederation (IBEC)
 - b) Small Firms Association (SFA)
 - c) Small & Medium Enterprises Association (SMEA)
 - d) Construction Industry Federation (CIF)
 - e) Irish Pharmaceutical Association (IPA)
23. Which of the following is not a function of an Employer Association?
- a) Maximise use of human resources
 - b) Develop good employer – employee relationship
 - c) Maintain managerial prerogative
 - d) Maximise returns to shareholders
 - e) Agree production rates

24. A recent high profile dispute over union recognition occurred at
- a) Aer Lingus
 - b) Aer Rianta
 - c) Ryanair
 - d) Dublin Bus
 - e) Tesco
25. A policy change by _____ contributed to the increase in companies refusing to recognise unions.
- a) the government
 - b) The Industrial Development Authority
 - c) the ICTU
 - d) the Labour Party
 - e) none of the above
26. Disputes over union recognition are referred to
- a) the Labour Court
 - b) the Employment Appeals Tribunal
 - c) The Circuit Court
 - d) The Court of Criminal Appeal
 - e) None of the above
27. In an industrial relations dispute situation, what is the standard practice before going to an independent third party?
- a) Call the Gardai
 - b) Attempt to resolve it locally
 - c) Bring in a Rights Commissioner
 - d) Seek legal advice
 - e) Contact an employer association
28. The function of the _____ is to promote 'good' industrial relations.
- a) Equality Officer
 - b) Labour Relations Commission
 - c) Labour Court
 - d) Employment Appeals Tribunal
 - e) None of the above
29. In the Irish context, which activity is the HR specialist least likely to be involved in?
- a) Recruitment and Selection
 - b) Human Resource Planning
 - c) Performance Management
 - d) Strategy Formulation
 - e) Reward Management

30. The first stage in the Recruitment & Selection process is
- a) Advertising
 - b) Briefing the agency
 - c) Writing a job description
 - d) Human resource planning
 - e) Writing the person specification
31. A description of the type of candidate you require for the job is called
- a) An agency brief
 - b) An advertisement
 - c) A job specification
 - d) A person specification
 - e) None of the above
32. The most popular selection tool is
- a) the interview
 - b) psychometric tests
 - c) personality questionnaires
 - d) aptitude tests
 - e) none of the above
33. Which of the following is not a stage in the Recruitment & Selection process?
- a) Advertising
 - b) Interviewing
 - c) Job analysis
 - d) Writing the job description
 - e) Performance Management