Labor Relations Striking a Balance 6th edition Budd Test Bank

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Labor Relations Striking a Balance 6th Edition by Budd CH01

ANSWERS ARE LOCATED IN THE SECOND PART OF THIS DOCUMENT

TRUE/FALSE - Write 'T' if the statement is true and 'F' if the statement is false.

1) Fundamentally, a labor union is a group of workers who join together to influence the nature of their employment.

1) _____

- ◎ true
- ◎ false

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

2) The widening gap between the richest and poorest individuals in the U.S. is in part due to the weakened position of labor unions.

2) _____

- ◎ true
- ◎ false

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

3) When an employer uses an employee suggestion box to gather ideas and concerns from its employees, it is primarily addressing the labor relations goal of efficiency.

3) _____

- ◎ true
- ◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

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4) The goals of efficiency, equity, and voice in the workplace rarely conflict with one another.

4) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

5) A key role of unions is to negotiate work rules and practices that ensure fair treatment of employees by their managers and employers.

5) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

6) In the United States, employees have broad protections against arbitrary dismissal such that employers must provide a good business-related reason for firing someone.

6) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

Labor Relations Striking a Balance 6th edition Budd Test Bank

Labor Relations Striking a Balance 6th Edition by Budd CH01

7) The official policy of the Unites States is to protect workers' rights to act together for mutual aid and protection in the workplace and to promote collective bargaining as a way to resolve workplace conflict.

7) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

8) In the U.S., workers can generally be discharged for good cause, no cause, and even a morally wrong cause.

8) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

9) Most industrialized countries give employers wide latitude to dismiss employees "at will" (i.e., without a just cause).

9) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

Labor Relations Striking a Balance 6th edition Budd Test Bank

10) In 2011, the Packers beat the Chicago Bears in their bid for the Super Bowl. The next day, a Chicago car salesman was fired for wearing a Green Bay Packers tie to work despite having sold 14 cars in the previous month. In the U.S., such a dismissal is considered illegal.

10) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

11) An organization that allows its employees to exercise their voice in the workplace using democratic principles similar to those that are commonly accepted in a democratic society is one that exercises *industrial democracy*.

11) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

12) The concept of employee voice suggests that employees should have the right to express their opinions in the workplace but only if they are consistent with the majority of employees or with the employer's perspective.

12) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

Labor Relations Striking a Balance 6th edition Budd Test Bank

13) While voice and equity are important to the employment relationship, efficiency is really the critical component. If an employer can be efficient, equity and voice will naturally follow.

13) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

14) In the U.S., an employer has a right to own property and make a profit, but society has the right to place limitations and restrictions on how those profits are made.

14) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

15) Conflicts between what the employee wants and what the employer wants are generally resolved privately between the individual and his or her employer.

15) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

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16) Neoliberal market ideology places the needs and rights of workers before efficiency and profits.

16) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

17) Labor relations systems in other countries tend to follow a neoliberal market ideology, which sees the employment relationship as one in which balance between competing interests must be achieved.

17) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

18) U.S. labor law tries to establish employer needs for efficiency as a priority over employees' need for equity and voice.

18) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

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19) Labor relations systems around the world generally assume that corporations have significantly greater bargaining power than one individual worker.

19) _____

◎ true
◎ false

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

20) One important goal of the U.S. labor law is to increase purchasing power of workers.

20) _____

◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

21) A collective bargaining agreement negotiated between an employer and its workers is an informal agreement outlining the terms and conditions of employment.

21) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

22) Generally, if the majority of workers in a particular workplace want union representation, their employer is required by U.S. law to negotiate with them over wages, hours, and working conditions.

Labor Relations Striking a Balance 6th edition Budd Test Bank

22) _____

- ◎ true
- ◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

23) One problem with the current legal framework governing labor relations in the U.S. today is that it tends to be adversarial and does not promote cooperative relationships between management and workers.

23) _____

- ◎ true
- ◎ false

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

24) Since 1935, U.S. labor law has proved to be very adaptable to changes in the business climate including the decline of mass manufacturing, blurring distinctions between managerial and manual jobs, and globalization.

24) _____

- ◎ true
- ◎ false

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

25) In comparison with businesses in other countries, businesses in the U.S. are more likely to appreciate the chance to bargain collectively with their workers.

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25) _____

◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

26) U.S. labor law is considered by labor supporters to be a strong piece of protective legislation.

26) _____

◎ true
◎ false

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

27) The number of union members grew into the 1970s, but it has declined since that time.

27) _____

◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

28) The number of U.S. workers who say they want representation or a "collective voice" at the workplace is very close to the number of workers that actually have it through unions.

28) _____

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◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

29) Because American unions were instrumental in pushing for increased protective legislation such as workers' compensation laws and unemployment insurance, the demand for union services has increased, rather than decreased, over time.

29) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

30) Part of the decline in union density may be due to the fact that newer entrants to the workforce are less likely to have ever experienced the benefits of unionization, and therefore, are less likely to become union members themselves.

30) _____

◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

31) Workers are more likely to experience unionism when they are young than when they are older.

31) _____

Labor Relations Striking a Balance 6th edition Budd Test Bank

◎ true
◎ false

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

32) If the reasons for the decline in unionization rates in the U.S. are largely structural and a result of declining demand for union services, there is no real need for labor law reform.

32) _____

◎ true
◎ false

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

MULTIPLE CHOICE - Choose the one alternative that best completes the statement or answers the question.

33) From a societal standpoint, the main purpose of a labor relations system is

33) _____

A) to equalize the distribution of income across society.
B) to ensure public safety, promote worker voice in politics, and reduce income inequalities that create a tax burden.
C) to control the actions of employers and employees so that they are clearly acting in the best interests of society.
D) to protect the profit maximization goals of business and ensure competition in the marketplace.

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

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34) When an employer allows supervisors to arbitrarily discipline employees without cause, it is most directly violating which objective of the employment relationship?

34) _____

A) Efficiency
B) Equity
C) Voice
D) Effectiveness

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

35) When an employer adopts an employee participation program, such as a workplace safety committee, it is most directly addressing which objective of the employment relationship?

35) _____

A) Efficiency
B) Equality
C) Voice
D) Exclusive representation

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

Labor Relations Striking a Balance 6th edition Budd Test Bank

36) An employer creates a safety team of six employees who are asked to recommend changes to the workplace that will reduce accident rates. The team recommends eliminating a job rotation program that allows the employer to move employees in and out of various jobs on an as-needed basis. They argue that job rotation both increases employee stress and reduces the amount of experience that employees have with the various safety procedures associated with a particular job. A conflict between which two objectives of the employment relationship is described in this scenario?

36) _____

A) Equity and efficiency
B) Efficiency and voice
C) Equity and voice
D) None, there is no conflict.

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

37) According to the Universal Declaration of Human Rights issued by the United Nations, it is considered a basic human right for

37) _____

A) individuals to have the right to form and join trade unions for the protection of their interests.
B) employers to have the right to unilaterally determine the terms and conditions of employment.
C) individuals to unilaterally determine the terms and conditions of their employment.
D) employers to form and join employer associations for their own protection and the protection of other employers.

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

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38) Which of the following outcomes cannot generally be attributed to unions?

38) _____

A) Higher income and living standards for workers
B) Greater protection for workers against unfair treatment by employers
C) Greater flexibility in work rules
D) Greater emphasis on legislation and social programs that assist working people

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

39) Which of the following is not considered an argument for treating employees as "more" than simply another commodity that can be bought and sold in the labor market?

39) _____

A) Most modern workers are completely dependent upon jobs, not property, in determining the quality of their life.
B) Working adults spend a considerable proportion of their life at work, and hence, work provides an important social setting that greatly influences quality of life.
C) When workers agree to supply their labor in exchange for pay and benefits, they are freely choosing to follow management's directives.
D) Workers have feelings and free will that can, if they wish, interfere with the quantity and quality of work they perform.

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

40) Which of the following is true about management and worker views on employee voice?

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40) _____

A) Managers prefer to negotiate with groups of employees to get multiple perspectives at the same time.

B) The majority of workers prefer to negotiate with management individually over workplace issues.

C) Workers prefer to deal with management as a group, often in the form of representation that is independent of management.

D) Managers prefer for employees to have independent representation in the workplace.

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

41) Most countries base their industrial relations system on the perspective that

41) _____

A) worker rights should be valued over employer rights.
B) employer rights should be valued over worker rights.
C) there should be balance between worker and employer rights.
D) consumer rights should be valued over worker rights.

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

42) Conflicts between employers and employees can best be described as conflicts between

42) _____

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A) property rights and individual rights.
B) consumer rights and privacy rights.
C) rights of the privileged and rights of the underprivileged.
D) economic rights and worker rights.

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

43) Which of the following is specified by the U.S. labor law?

43) _____

A) Workers can be fired if they are found to be supporting a union.
B) Employers cannot threaten employees or undertake other actions for the sole purpose of preventing unionization.
C) Workers cannot unionize as it imbalances the bargaining power between employees and employers.
D) Corporations have the same bargaining power as individual, nonunion workers.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

44) Which of the following is NOT a major subject of collective bargaining between employers and employees?

44) _____

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A) Compensation
B) Decisions over which applicants to hire
C) Employee rights and responsibilities
D) Employer rights and responsibilities

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

45) Union contracts are

45) _____

A) legally enforceable for both employees and employers.
B) largely voluntary agreements that neither party is required by law to follow.
C) not allowed by law.
D) legally enforceable for the employees only.

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

46) Traditional adversarial bargaining relationships between employers and employees has made meeting employers' increasing need for _____ more difficult.

46) _____

A) flexibility
B) equity
C) cooperation and employee involvement
D) workplace fairness

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Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

47) Business pressures for competitiveness and quality have affected the collective bargaining process in all of the following ways except

47) _____

A) increased the need for flexibility in work rules.
B) increased the need for more specific, detailed contracts.
C) increased need for cooperation and employee involvement in work decisions.
D) increased need to communicate about the terms of a contract more than once every three years when the contract expires.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

48) Which of the following characterizes the current business environment compared to that at the time the National Labor Relations Act was passed?

48) _____

A) Clear differences between "manual" and "managerial" labor
B) American domination of world markets
C) More mass manufacturing production systems
D) Increasing number of knowledge and gig workers

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

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49) The crucial feature of collective bargaining is that management's traditional authority to unilaterally establish terms and conditions of employment is replaced by _____ negotiations.

49) _____

A) equitable
B) bilateral
C) competitive
D) co-lateral

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

50) Which of the following best summarizes the trends in U.S. union density since the 1980s?

50) _____

A) Decreases in both the private and public sectors
B) Increases in both the private and public sectors
C) Stable in the private sector and decreases in the public sector
D) Stable in the public sector and decreases in the private sector

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

51) Union density in the United States is currently estimated at -----_____.

51) _____

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A) over 40 percent
B) about 25 percent
C) 20 percent
D) less than 15 percent

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

52) A union contract is

52) _____

A) a legally binding document that describes the terms of employment (e.g., wages hours, working conditions).
B) an agreement between management and labor that loosely states the rules they will each try to abide by in the workplace.
C) a legally binding agreement between employees and their union representatives that outlines the scope of the union's authority.
D) a voluntary but not legally binding agreement between employees and their union representatives that outlines the terms of employment.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

53) Which of the following can at least partially explain the decline in union density rates in the United States since the 1960's?

53) _____

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A) Employment in traditionally unionized industries such as manufacturing has decreased.

B) Employment in service and knowledge industries has declined.

C) Employment growth in the north has been faster than employment growth in the south.

D) Educated workers are more likely to unionize than uneducated workers.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

54) Which of the following is not true about the decline in demand for unions in the U.S.?

54) _____

A) To some extent, protective legislation ensuring safety and income security has served to replace union representation.

B) Individuals who experience union representation are unhappy with it and decide they do not want it.

C) U.S. unions have not put enough money into union organizing and have therefore not done a good job of "selling" their services.

D) Employers may be more likely to listen to their employees and respond to their changing needs thus reducing employees' need for outside representation.

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

55) At present, the gap between those employees who say they want unions and those that have union representation in the private sector at their workplace is about _____.

55) _____

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A) 33%
B) 50%
C) 75%
D) 25%

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

56) A group of Walmart employees in Raleigh, NC, staged a 5-minute flash mob protest over low wages and working conditions at their store. At the end of the demonstration, they handed the manager a signed petition. Which of the following is true in this scenario?

56) _____

A) The employer can fire the workers.
B) The employees' actions are illegal because they do not have formal union representation.
C) The employees' actions are legal because they are acting together to influence their working conditions.
D) The employer can only fire the workers if they don't formally join or create a union.

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

57) In today's labor relations environment, _____.

57) _____

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A) sweatshops and forms of modern slavery are nonexistent in the United States.
B) workers are assured of a wage necessary to support a family.
C) the number of employers violating labor standards is increasing.
D) workers are generally fired only for good reasons.

Question Details
Difficulty : 2 Medium
Learning Objective : 01-01 Understand why studying labor relations is important and how the subject c
Accessibility : Keyboard Navigation

58) From a worker's perspective, the concept of labor relations is about

58) _____

A) promoting organizational goals.
B) managing relationships with coworkers.
C) collective work-related protection.
D) progressive human resource management tactics that make unions unnecessary.

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

59) The legal doctrine that states that employers have the right to lay off employees for a good cause, morally wrong cause, or no cause is called the _____ doctrine.

59) _____

A) employment-at-will
B) collective bargaining
C) union avoidance
D) employer resistance

Labor Relations Striking a Balance 6th edition Budd Test Bank

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

60) Which of the following is a belief held by the proponents of the neoliberal market ideology?

60) _____

A) Labor unions should not enjoy any special legal protections.
B) Workers should not have the ability to quit jobs they do not like.
C) Workers' rights should trump property rights.
D) Property rights and workers' rights should be balanced.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

61) Lengthy, detailed, legally binding union contracts have clashed with employers' need for greater flexibility that they argue is necessary for adapting to today's competitive, fast-changing business environment. Which of the following conflicts is highlighted in this statement?

61) _____

A) Equity versus efficiency
B) Equity versus equality
C) Voice versus efficiency
D) Voice versus equality

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

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62) When employers actively work to keep unions out of their workplace or are openly hostile toward unions, it is known as _____.

62) _____

A) industrial democracy
B) employment at will
C) union density
D) employer resistance

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

FILL IN THE BLANK. Write the word or phrase that best completes each statement or answers the question.

63) The concept of equity refers to the objective of _____ when distributing the economic rewards that stem from the employment relationship.

63) _____

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

64) Employee empowerment is another term used to describe _____, an objective of the employment relationship in which workers are given some say in the conditions of their employment.

64) _____

Labor Relations Striking a Balance 6th edition Budd Test Bank

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

65) The notion that workers should be entitled to the same democratic principles of participation in the workplace as they are entitled to in society is known as _____.

65) _____

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

66) Conflicts between employers and employees are seen as conflicts between the _____ of employers and the workers' rights of employees.

66) _____

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

67) A(n) _____ perspective sees the employment relationship as analogous to a political society in which multiple parties have legitimate but sometimes conflicting interests and rights.

67) _____

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

68) _____ occurs when representatives of the employer and representatives of its workers negotiate the terms and conditions of employment.

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68) _____

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 1 Easy
Accessibility : Keyboard Navigation

69) _____ is a measure of the percentage of workers who are union members.

69) _____

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

70) _____ is a term used to describe the difference between the number of workers who express interest in representation in the workplace and the number that are unionized.

70) _____

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

ESSAY. Write your answer in the space provided or on a separate sheet of paper.
71) Explain the objectives of the employment relationship from the perspective of employers, employees, and society. Give at least one example of how these perspectives may conflict.

Labor Relations Striking a Balance 6th edition Budd Test Bank

Labor Relations Striking a Balance 6th Edition by Budd CH01

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

72) Explain the employment-at-will doctrine. How does this doctrine conflict with the belief that workers are more than just a commodity that can be bought and sold in a labor market?

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

73) How is the concept of industrial democracy consistent with the traditional values of the United States democratic system?

Question Details
Difficulty : 3 Hard
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Accessibility : Keyboard Navigation

74) Explain the fundamental conflict over property rights versus worker rights.

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Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

75) Explain why voluntary, market-based economic theory places property rights over worker rights and describe how worker rights are protected in this system.

Question Details
Learning Objective : 01-02 Define the objectives of the employment relationship (efficiency, equity,
Difficulty : 2 Medium
Accessibility : Keyboard Navigation

76) How does U.S. labor law strike a balance between efficiency, equity, and voice?

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

77) Describe what collective bargaining is and give some examples of the kinds of things that might be addressed in the collective bargaining process.

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Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-03 Describe the basic features of the contemporary U.S. labor relations syste

78) Explain why the traditional collective bargaining process in the U.S. has been criticized for producing collective bargaining agreements (or union contracts) that are incompatible with today's business needs.

Question Details
Difficulty : 2 Medium
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

79) The National Labor Relations Act (NRLA) has been criticized as an outdated piece of legislation that is hindering, rather than helping, America in coping with the realities of the new global marketplace. Describe how work has changed since the NLRA was passed and discuss how these changes might conflict with the protections provided in the NLRA.

Question Details
Difficulty : 3 Hard
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

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80) Why has union density in the U.S. declined so dramatically since the 1950s?

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

81) What is the "representation gap"? What evidence, if any, exists to suggest that there may be a representation gap in the United States?

Question Details
Difficulty : 1 Easy
Accessibility : Keyboard Navigation
Learning Objective : 01-04 Discuss the current pressures on the U.S. labor relations system—on

82) Is the study of labor relations still relevant in today's workplace?

Question Details
Difficulty : 2 Medium
Learning Objective : 01-01 Understand why studying labor relations is important and how the subject c
Accessibility : Keyboard Navigation

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83) How do the wage and benefit packages in union contracts affect nonunion workers and their employers?

Question Details
Difficulty : 2 Medium
Learning Objective : 01-01 Understand why studying labor relations is important and how the subject c
Accessibility : Keyboard Navigation

84) In 2012, *Triple Play Sports Bar*, was found to have committed an unfair labor practice when it unlawfully terminated the employment of two employees who had engaged in a Facebook conversation about the way their employer was handling tax withholdings. The National Labor Relations Board held that the discussion of their tax treatment was substantively related to wages, hours, and working conditions and therefore protected by the National Labor Relations Act (NRLA). In what ways might the study of labor relations have prevented *Triple Play* from violating a federal law protecting worker rights?

Question Details
Difficulty : 3 Hard
Learning Objective : 01-01 Understand why studying labor relations is important and how the subject c
Accessibility : Keyboard Navigation

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Labor Relations Striking a Balance 6th Edition by Budd CH01
Answer Key

Test name: CH01

1) TRUE
2) TRUE
3) FALSE
4) FALSE
5) TRUE
6) FALSE
7) TRUE
8) TRUE
9) FALSE
10) FALSE
11) TRUE
12) FALSE
13) FALSE
14) TRUE
15) TRUE
16) FALSE
17) FALSE
18) FALSE
19) TRUE
20) TRUE
21) FALSE
22) TRUE
23) TRUE
24) FALSE
25) TRUE

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26) FALSE
27) TRUE
28) FALSE
29) FALSE
30) TRUE
31) TRUE
32) TRUE
33) B
34) B
35) C
36) B
37) A
38) C
39) C
40) C
41) C
42) A
43) B
44) B
45) A
46) C
47) B
48) D
49) B
50) D
51) D
52) A
53) A
54) B
55) A

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56) C
57) C
58) C
59) A
60) A
61) A
62) D
63) fairness
64) voice
65) Industrial Democracy
66) property rights
67) pluralist
68) Collective bargaining
69) Union density
70) Representation gap
71) The three objectives of the employment relationship include efficiency, equity, and voice. From society's perspective, efficiency helps attain the productive, profit-maximizing use of labor to promote economic prosperity. From both the employer's and employee's perspective, equity is fairness in the distribution of economic rewards, the administration of employment policies, and the provision of employee security. Finally, voice is the ability of the employees to have meaningful input into workplace decisions. These three objectives sometimes work together, but there are times when they may conflict. For example, equitable treatment may reduce flexibility as well as efficiency, or employee voice may make decisions more cumbersome, resulting in inefficiency.

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72) The employment-at-will doctrine states that employers have the right to dismiss their employees for any cause (i.e., "at will"). This suggests that employees can be treated as "disposable" factors of production and easily discarded when they are no longer deemed useful. However, the fact that workers are human beings with thoughts, emotions, needs, and desires conflicts with the notion that they are like any other commodity. Work is not solely an economic transaction, but rather it is complete human activity whereby moral views on the sanctity of human life and human dignity must be respected. Unlike other commodities, when human life is not treated with respect, these "human assets" can act in ways that push back. Further, the quality of employment and the workplace itself is important for individuals, their families, and society as a whole, thus creating an additional responsibility for employers to treat them with greater dignity and respect.

73) The concept of industrial democracy states that, in a democratic society, the democratic principles that form the foundation for society should be applied to the workplace. In the U.S., our democratic principles respect the decision of the majority through a system of voting rights and representation in governance decisions. Thus, our democratic principles suggest that workers should, at a minimum, have some voice in the decisions that happen in the workplace. To fully embrace our democratic principles in the workplace, workers would have the right to vote for representatives who are responsible for bringing the voice of the workers to management decision-making.

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74) When it comes to the employment relationships, a capital owner's primary interest is in maintaining control over their assets (i.e., the business) and maximizing efficiency of operations. In this way, they are able to improve the value of their property while maintaining control over it. Workers, on the other hand, are concerned with equity and voice (worker rights). They wish to receive their "fair share" of profits in the organization (i.e., returns to efficiency). Further, they wish to have some say in how the organization operates and how they are treated (as a matter of equity). These perspectives are often in conflict as employers see employee voice as a threat to their autonomy and control while equity is often seen to threaten efficiency and profits.

75) Voluntary, market-based economic theory places property rights over worker rights because basic economic theory shows that competitive markets and well-defined property rights are optimal for achieving efficiency. Worker rights are protected by allowing workers to exercise their ability to quit jobs they do not like, thus exerting pressure on employers to offer more acceptable terms and conditions of employment.

76) U.S. labor law strikes a balance between efficiency, equity, and voice by increasing the purchasing power of workers and reducing disruptive strike activity (efficiency). It also strikes a balance by achieving fair labor standards and protection against worker exploitation (equity). Finally, it provides democracy in the workplace (voice).

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Labor Relations Striking a Balance 6th Edition by Budd CH01

77) Collective bargaining occurs when representatives of the employer and representatives of its workers negotiate the terms and conditions of employment. Efficiency, equity, and voice are achieved through collective bargaining. Examples of items that may be addressed in the collective bargaining process include compensation (wages, benefits, vacations and holidays, and profit sharing job standards), personnel policies and procedures (layoff, promotion, transfer policies, and overtime and vacation rules), employee rights and responsibilities (seniority rights, job standards, and workplace rules), employer rights and responsibilities (management rights, just cause discipline and discharge, subcontracting, and safety standards), union rights and responsibilities (recognition as the bargaining unit, bulletin board, union security, dues checkoff, shop stewards, and no strike clauses), and dispute resolution and ongoing decision making (grievance procedures, committees, consultation, and renegotiation procedures).

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78) The traditional collective bargaining process has been criticized for producing collective bargaining agreements (union contracts) that are incompatible with today's business needs in three major ways. First, the business need for flexibility (efficiency) clashes with the lengthy contracts that spell out detailed work rules (equity). In addition, flexible compensation systems to promote and reward high-performing employees can clash with equity if the systems are perceived by others as too subjective or unfair. The second major criticism is that the business need for cooperation and employee involvement clashes with the traditional adversarial bargaining process in which labor and management use aggressive tactics to extract as many gains or concessions from the other side as their power allows. Third, the need for both flexibility and involvement is not well served by a process in which contracts are renegotiated every three years with little to no communication between these negotiating periods.

79) When the NLRA was passed, the U.S. economy was dominated by mass manufacturing companies where there were clear distinctions between manual labor and managerial labor. These clear distinctions made it easier to define who was considered a "worker" and who was considered a "manager". Further, America dominated the global market which allowed employers to pass some of the cost of wages and improved working conditions onto consumers. Today, the workforce is increasingly service-oriented with blurred lines of distinction between the "brawns" and the "brains." Many jobs may include some component of what would historically have been considered supervisory work (e.g., quality control, scheduling authority, decision-making authority). Further, increased global competition has made it more important that U.S. companies be flexible and able to adapt to a changing competitive market in ways that are difficult under the NLRA.

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80) Union density's dramatic decline since the 1950s can be explained in multiple ways. First, employment has declined in traditionally unionized industries, such as manufacturing, while employment in the services sector, a nonunion industry, has increased. Second, the demand for union services has declined. This has three components: 1) demand can decline because unions are not doing a good job of responding to the desires of a changing workforce and overcoming the negative stereotypes of unions, 2) if employers have improved their responsiveness to employees' needs, this can reduce the demand for union protection, 3) increased protective legislation may have provided a substitute for unions (e.g., Civil Rights Act, Equal Pay Act, OSHA, Family Medical Leave Act). Finally, in the U.S. there is a great deal of employer resistance and opposition to unions. U.S. businesses are typically hostile toward labor unions and have developed a wide range of union avoidance tactics.

81) The representation gap is the difference between the number of workers who express interest in representation in the workplace and the number that are unionized. Evidence indicates that the representation gap is large because surveys reveal that one-third to one-half of nonunion workers would like a union in their workplace. This implies that there are 40 million or more workers who want union representation but currently lack it, and most of them are in the private sector.

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82) Yes, the study of labor relations is still relevant. While the majority of the private sector workforce is not unionized, much of the public sector workforce is. Further, certain industries, important to social development, are highly unionized (e.g., construction). But beyond the union density rates is the reality that in any employment relationship, there needs to be a balance struck between efficiency, equity, and voice. Understanding the historical development of labor relations as well as the foundations of an industrial relations system, ensures that mistakes of the past will not be repeated. It also ensures that employers and employees are informed of their respective rights in the workplace.

83) Wage and benefit packages in union contracts can influence nonunion workers through a threat effect: the threat that dissatisfied workers will unionize sometimes causes nonunion firms to at least partially match union wage and benefit terms.

84) First, knowledge of the NLRA would have helped *Triple Play* to understand the protections its employees were entitled to under the law. They would have understood that employees do not have to be unionized to enjoy the benefits of the NLRA. They would also have understood that employees have the right to discuss their working conditions and wages. Second, the study of labor relations would have helped *Triple Play* understand the importance of addressing employee concerns before they become so frustrated that they "go public" with their complaints. Third, it would have helped *Triple Play* to better understand and estimate the costs associated with handling the labor conflict in the manner they chose. Finally, studying labor relations would have helped *Triple Play* to consider other, possibly more productive, ways to resolve their conflict with the employees.

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