

Seat No. : _____

AK-122

April-2015

B.B.A., Sem.-IV

CC-211 : Basic HRM

Time : 3 Hours]

[Max. Marks : 70

1. (a) Explain the role of government, employers and employees in maintaining smooth Industrial relations. 7

OR

Define Industrial Dispute. State and discuss various causes of Industrial Disputes.
- (b) What are the main problems of Trade Unions in India ? 7

OR

Discuss the process of Collective Bargaining.
2. (a) Explain various components of Executive Remuneration. 7

OR

Define Incentive. Bring out its importance and limitations.
- (b) Justify high remuneration for executives. 7

OR

Calculate incentives of X, Y & Z by Fantl Task system from the given information : 7
→ Rate/hr = ₹ 10
High piece rate = ₹ 1
Std output = 90 units
Std time taken = 9 hours
Units of X – 70 units
Y – 90 units
Z – 100 units
3. (a) Define Fringe Benefits. Discuss the basic principles of Fringe Benefits. 7

OR

What are various welfare measures provided by organization inside and outside the workplace ?
- (b) Explain the causes and remedies for Industrial Accidents. 7

OR

Define Stress. Explain major organizational and individual stressors.

4. (a) Define Workers Participation in Management. State its objective. Discuss its significance. 7
- OR**
- Write a note on :
“H.R. Audit Process”
- (b) Define Quality Circle. Explain employee participation through Quality Circles. 7
- OR**
- Write a note on :
“Major H.R. Challenges”.
5. Do as Directed : 14
- (1) State any three methods of solving Industrial disputes.
 - (2) _____ means a mandatory settlement of an Industrial dispute by a labour Court/tribunal.
 - (3) I.R. is key for increased productivity in industrial establishment. (State true or false)
 - (4) _____ are special executive benefits usually non-cash items.
 - (5) Define Remuneration.
 - (6) Employee stock options are short term incentives. (true or false)
 - (7) Explain Industrial Safety.
 - (8) Give 3 examples of welfare measures by Trade Unions.
 - (9) What is the functional theory of employee welfare ?
 - (10) Define T.Q.M.
 - (11) Outstanding helps in saving time and obtaining specialized expertise not available in house. (true or false)
 - (12) State various approaches to H.R. Audit.
 - (13) Define T.U. as per Trade Union Act 1926.
 - (14) State few economic factors that determine industrial relations of any economy / country.
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