

Instructions

1. The questions paper contains five questions and all the questions are compulsory
2. All the questions carry marks as mentioned against them.

Be precise and to the point in the answers. Give examples wherever possible.

1	Write short notes on	
a)	Reference checking	07
b)	Discuss various incentives and allowances given by organizations in India	07
Q. 2.	Discuss types of training methods. Also write a note on 'Training budget'. Design a hypothetical training budget for one day training programme for managers.	14
OR		
Q. 2.	How can organizations develop Human resource plans in rapidly changing environment? Discuss the factors affecting HRP in detail with examples.	14
Q. 3	Discuss the steps in Job analysis and its various techniques.	14
OR		
Q. 3	Discuss workforce planning process. Also describe the various factors that affect workforce planning.	14
Q. 4.	Discuss in detail the 'external recruiting sources'. Also discuss the merits and demerits of each source.	14
OR		
Q. 4	Discuss the provisions related to 'Welfare and Health of Contract Labour' as per the 'The Contract Labour (Regulation and Abolition) Act, 1970'	14
Q. 5.	Discuss 'Family' under the 'The payment of gratuity act, 1972'. Calculate the amount of gratuity for Mr. Rama who has worked for 7.7 years. His basic salary at the time of leaving was 55000/- while dearness allowance was 60% of his basic.	14

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P. G. D. M. A. C. Examination

Paper-2

H.R.M.

April 2019

Time : 2-30 Hours]

[Max. Marks : 70

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The questions paper contains five questions and all the questions are compulsory
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Q1. Discuss the various Machinery available in details under Industrial Dispute Act,1947 for settlement of Industrial Disputes (14)

Q2.

- A) What is Workers Participation in Management? What are the levels of participation of workers in Management? (7)
- B) What is Collective Bargaining? Discuss any two types of Collective Bargaining? (7)

OR

Q2. What are the objectives of MATERNITY BENEFIT ACT 1961? What is the Eligibility & Conditions for Claiming Benefits? (14)

Q3. Explain the essential features of Payment of Bonus Act,1965 (14)

OR

Q3. Explain Health , Safety and Welfare provision as per Factories Act,1948 (14)

Q4. State the objectives, benefits, applicability under the Employees' Provident Funds And Miscellaneous Provisions act, 1952. Explain the difference between 'basic wages' & 'wage'. (14)

OR

Q4. Essential features of Contract Labour (Regulation and Abolition) Act, 1970 (14)

Q5. What do you understand regarding Sexual Harassment at workplace as per the **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013**, and define duties of Employer as per act for providing safe working environment to female employees? (14)

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