



Seat No. : _____

XZ-134

B.B.A. Sem. – IV

April-2013

CC211 : Human Resource Management

Time : 3 Hours]

[Max. Marks : 70

1. (a) Define Industrial Relations. Discuss various parties to IR. 7

OR

Define Industrial Dispute. Discuss various reasons for Industrial Disputes.

- (b) Define Trade Union and discuss problems of Trade Union in India. 7

OR

Explain Collective Bargaining as a method of solving industrial dispute.

2. (a) Define Remuneration. Justify higher remuneration to executives. 7

OR

Define Incentive. Discuss importance and limitations of incentives.

- (b) Explain various components of employee remuneration. 7

OR

Calculate Incentive for A, B & C by Emerson's Efficiency Plan from given information :

Standard output : 20 hrs = 200 Units

Rate/hr : ₹ 2

Output of A – 100 Units

B – 200 Units

C – 300 Units

3. (a) Define Fringe Benefits and discuss principles of fringe benefits. 7

OR

Discuss various causes of industrial accidents and ways to handle accidents.

- (b) Discuss various approaches to employee welfare. 7

OR

Define stress. Discuss various sources of stress.

4. (a) Discuss any two methods which provides scope for workers participation in management. 7

OR

Explain work-life balance and B.P.O. as major challenges of H.R.

- (b) Define worker's participation in management. Discuss its importance and limitations. 7

OR

Explain meaning and scope of HR Audit.

5. Do as directed : 14

- (1) State major parties to I.R.
 - (2) The judiciary has constituted wage board, labour court, tribunal and enacted a series of labour acts. (True/False)
 - (3) Define 'Adjudication'.
 - (4) State most common tactics used by unions to deal with management.
 - (5) While conciliator has power to enforce his/her decision, the arbitrator cannot do so. (True/False)
 - (6) Give four examples of non-financial remuneration.
 - (7) Explain in one sentence benefits of incentives.
 - (8) State components of executive remuneration.
 - (9) Administration of fringe benefits should be preceded by sound planning. (True/False)
 - (10) Explain Industrial Safety.
 - (11) Explain in one sentence intra-mural facilities.
 - (12) Stress need not be always damaging. (True/False)
 - (13) State various approaches of HR Audit.
 - (14) Explain in one sentence Quality Circles.
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