

MBA-2 Sem.-3 Examination**HRM****Time : 2-30 Hours]****January-2025****[Max. Marks : 70**

Note: All questions carry equal marks unless mentioned otherwise.

Q.1 Explain IN BULLET POINTS and brief sentences why management of people is important not only for HR professionals but for all managers. Briefly explain the stages of HR Life cycle.

Q.2 Write short notes on ANY TWO:

2 (1) Employee engagement

2 (2) Employee Induction, Orientation, and Onboarding – difference and details

2 (3) Interviews as a tool of employee selection

Q.3 What is the meaning of the term Compensation in the HR and IR practice? How do they differ? Briefly describe any one individual and one group reward.

OR

Q.3 Answer the following questions (ANY TWO):

3 (1) Discuss the process of developing job descriptions and provide the major headings in a well-drafted Job Description.

3 (2) Discuss the process of performance management and explain how it is related to yet different from performance appraisal.

3 (3) Explain the process of HR planning in detail.

Q.4(a) Discuss the key factors that influence industrial relations within an organization.

Explain how these factors impact the relationship between management, employees, and trade unions. Provide real-world examples to support your analysis.

Q.4(b) Outline the procedure for registering a trade union as per the Trade Union Act,

1926. Discuss the key requirements, documentation, and the role of the Registrar in the registration process. What are the implications of registration for a trade union?

Q.5 Explain the following:

5a) Composite Bargaining

5b) International Labor Organization

5c) Occupier as defined under the Factories Act, 1948

5d) Objectives of Equal Remuneration Act, 1976

OR

Q.5 Explain the main objectives and key provisions of the Payment of Wages Act, 1936. Discuss the rights and responsibilities of employers and employees under

this legislation. How does the Act ensure the timely and fair payment of wages,

and what penalties are imposed for non-compliance? Provide examples to support your analysis.