

Subject : Elective-IV : Employee Administration, Industrial Relations & Labour Welfare (Human Resource Management)

Day : Thursday

Date : 16/06/2016



Time : 10.00 AM TO 1.00 PM

Max Marks : 70 Total Pages : 1

N.B.

- 1) Attempt any **THREE** questions from Section – I and any **TWO** questions from Section – II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in the **SAME** answer book.

SECTION – I

- Q.1** Discuss in detail various causes of Industrial Dispute. (14)
- Q.2** On what items Personnel Policy Manual can be framed? Also state advantages for having a sound Personnel Policy Manual. (14)
- Q.3** List out and elaborate various Statutory Welfare provisions provided under The Factories Act, 1948. (14)
- Q.4** What is Strike? When it will be legal or illegal; support your answer with appropriate examples. (14)
- Q.5** Write short note on any **TWO**: (14)
- a) Penalties for illegal Lock Out
 - b) Kinds of Retrenchments
 - c) Significance of strike in globalize scenario

SECTION – II

- Q.6** You have been appointed as a Personal Manager in a newly set IT organization. Draft for the said organization a Grievance Redressal Procedure. (14)
- Q.7** Draft a show cause notice to be issued to Mr. Karan, who slapped his immediate supervisor when the supervisor asked him about his low output in the shift. (14)
- Q.8** You intend to have factories at 10 different locations in India. Prepare a note to be addressed to Factory Managers on applicable Statutory Welfare provisions under The Factories Act, 1948. (14)

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