

Subject : Elective-I a) Employee Relationship Management (HR)

Day : Saturday
Date : 17/12/2016



Time : 10.00 AM TO 1.00 PM
Max Marks : 80 Total Pages : 1

N.B.:

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

SECTION - I

- Q.1** Discuss the structure, functions and role of labour unions in Industrial Relations. [10]
- Q.2** Discuss collective bargaining process for effective Labour Management Relations. [10]
- Q.3** What are the basic concepts of labour law relevant to Industrial Relations in organizations? [10]
- Q.4** Discuss the role of labour relations board in formation of public policy for labour relations. [10]
- Q.5** What is the role and influence of Economic and Political factors on Industrial Relations? Discuss with regards to Industrial Relations within organizations in India. [10]
- Q.6** Discuss the norms and policy regarding occupational health and safety. [10]
- Q.7** Write short notes on **ANY TWO** of the following: [10]
- a) Ergonomics and its importance in organizations
 - b) Recent development in Industrial Relations Systems
 - c) Linkage between policy and experience in Labour Management Relations

SECTION - II

- Q.8** What do you think should be the key ingredients of a safety training programme for a mid sized company into manufacture of electronic components employing about 300 employees? [15]
- Q.9** Outline the legislative framework that governs Labour Management Relations in India. [15]
- Q.10** As a HR Manager of a large organization that is into production of chemicals, draft a suitable guideline for maintaining harmonious Industrial Relations between labour and management. [15]

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