

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
Social work 2022-23 Examination

Semester: 3rd**Subject Code: 10201208****Subject Name: Labor Welfare & HRM****Date: 01-04-2023****Time: 10:30 to 1:00****Total Marks: 50****Instructions**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page

Q.1A MCQ/True or False/Fill in the blanks. (Each of one marks) (10)

1. Labour welfare is part of Human Resource management.
2. International Labor Organization was established in 1910.
3. Social Insurance is an extra-mural welfare service.
4. 'A History of Trade Unionism' was written by MacIver.
5. Eight-hour working day' for workers is attributed to Robert Owen.
6. Position Analysis Questionnaire is a qualitative job analysis technique.
7. The Minimum Wages Act was enacted in year 1975.
8. Staffing is not a managerial function.
9. Induction training allows new employees to learn about the nature of their job.
10. Labor Legislation is part of Social legislation.

Q.1B. Write note on Collective Bargaining? (05)

Q.2A Answer in one sentences. (Each of one marks) (10)

1. How many hours in a week workers are required to work as per Factories Act 1948.
2. Explain the term 'training'.
3. Define motivation.
4. Enlist two principles of labor welfare
5. What is a trade dispute?
6. Name two occupational hazards.
7. Mention two non-statutory welfare measures for employees.
8. What is full form of ID?
9. Name few factors that can distort Performance Appraisal
10. What is Human Resource Audit?

Q.2B Define the following terms (05)

1. Labour Welfare
2. Trade union

Q.3 A: Elaborate the principles, scope and need for labor welfare in India. (10)

OR

Q.3 A: Discuss in detail the evolution of Trade Unions in India.

Q.3 B: Write Short note on Function of HRM. (05)

Q.4 A: Write Detail note on Training and its types. (10)

Q.4 B: Write short note on impact of COVID 19 on Indian Industries (05)

OR

Q.4 B: Define the term "transfer" and explain its benefits.