

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW Winter 2019-20 Examination**

**Semester: 3**  
**Subject Code: 10201201**  
**Subject Name: Labour Welfare & HRM**

**Date: 18-11-2019**  
**Time: 02:00pm to 4: 30pm**  
**Total Marks: 60**

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**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.1(A) MCQ/True or False.****(10)**

1. Welfare Officers are to be appointed, if organization is engaging .....or more workers  
(a) 500 (b) 600 (c) 750 (d) 1000
2. Which of the following can be considered as Non-Statutory Welfare Schemes?  
(a) Welfare Fund (b) Employee Referral Scheme  
(c) Centralized library (d) All of the above
3. **True/False:** - In 1944, industrialists and technocrats planned a 15 year investment plan for India called the “Bombay plan”
4. **True/False** -To eliminate the evils of the jobber system in the recruitment of Labour is one the main objective of Labour welfare officers’ position
5. **True/False** – The dominant concerned interest of Trade Union is Economic
6. **True/False:** - Compensation is managerial function of HRM.
7. **True/False** -When Union fails to achieve the aims through Collective Bargaining & Negotiation they adopt militant function.
8. **True/False** – Recruitment is the process of finding and attracting capable applicants for employment.
9. **True/False** – Planning is a managerial function of HRM.
10. **True/False** -Departmental Transfers means transferring from one designation to another within the plants

**Q.1(B) Short Note:** - Advantage & Disadvantages of internal sources of recruitment**(05)****Q.2(A) Short Answer Questions.****(10)**

1. List out any 2 major duties of labour welfare officer.
2. Propose any 2 points stating importance of Human Resource Management.
3. Give any 2 features of Trade Union.
4. What is placement?
5. What is promotion?
6. What do you mean by the term HRM.

7. Give any 1 factor motivating the employees for joining trade unions.
8. What is the significance of labour welfare?
9. Explain performance appraisal.
10. Who is a labour welfare officer?

**Q.2(B)** What do you mean by “transfer”? Describe the types of transfer in HRM. **(5)**

**Q.3(A)** Define the term HRM and brief the Functions of HRM with suitable examples. **(10)**

**OR**

**Q.3(A)** Explain the principles of Labour welfare. **(10)**

**Q.3(B)** Write brief note on Training and Development, highlighting its needs. **(05)**

**Q.4(A)** Elaborate on functions of Trade Union. **(10)**

**Q.4(B)** Short Note: objectives of IR **(05)**

**OR**

**Q.4(B)** Define the term “selection” and explain its process. **(05)**