

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**BBA Summer 2021 - 22 Examination**

**Semester: 4****Subject Code: 06101253****Subject Name: Human Resource Management-II****Date: 25/03/2022****Time: 10:30am to 1:00pm****Total Marks: 60****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 Do as Directed.****A). Multiple choice questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. .... is a crucial factor in industrial relation.
 

a) Employer	c) Employee
b) Trade union	d) Agent
2. Salaries affect the employee's ..... & work performance
 

a) Packages	c) Complexity
b) Productivity	d) Efficiency
3. .... Can be bought by welfare measure.
 

a) Peace	c) Happiness
b) Harmony	d) All of the above
4. Co-partnership increases ..... of worker
 

a) Status	c) liability
b) Stress	d) Efficiency
5. In the case of non-settlement, the grievance may be referred to ..... arbitration
 

a) Mandatory	c) Voluntary
b) Obligatory	d) none of the Above

**B). Define the following. (Each of 1 mark)****(05)**

1. Industrial Relation
2. Grievance
3. Employee Remuneration
4. Retrenchment
5. Fringe Benefit

**C). Direct questions. (Each of 1 mark)****(05)**

1. What do you mean by Trade union?
2. What do you mean by Arbitration?
3. What do you mean by Workers Participation of Management.?
4. What do you mean by HR Audit?
5. Explain any two causes of Industrial Dispute.

**Q.2 Answer the following questions.**

A). Explain importance of Industrial Relation. Discuss various parties to Industrial Relation.

**(07)**

B). Explain Approaches to Employee Welfare.

**(08)****Q.3 Answer the following questions.**

A). Explain Components of Executive Remuneration.

**(07)**

B). Explain Approaches of HR Audit

**(08)****Q.4 Attempt any two questions. (Each of 7.5 mark)****(15)**

1. Define the term Incentives and Explain its Importance & Limitation
2. Discuss the Importance and Process for Grievance Handling in Indian Industry.
3. Write a short note on "Schemes of Workers participation in Management"
4. Define the term Industrial safety. Explain the causes of Accidents.