

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
BBA Winter 2018-19 Examination

Semester: 4
Subject Code: 06101253
Subject Name: Human Resource Management II

Date: 07/12/2018
Time: 2:00 pm to 4:30 pm
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 type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. Trade Unions are essentially for avoiding _____ of workers.

a) Transfer	c) Exploitation
b) Promotion	d) Separation
2. _____ is a source of solving the problems of employees in the work situation collectively.

a) Adjunction	c) Separation
b) Collective bargaining	d) Voluntary Arbitration
3. Incentives are measures to stimulate human _____.

a) Pain	c) Humor
b) Efforts	d) Stress
4. Workers organizations are prominently known as _____ Unions.

a) Employee	c) Trade
b) Company	d) Individual
5. _____ are special executive benefits usually non-cash items.

a) Perquisites	c) Executive Salary
b) Base salary	d) Direct Allowances.

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

1. Call Center
2. Trade Union
3. Employee Welfare
4. Strike
5. Arbitration

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

1. Main purpose of incentives is to demotivate the worker to give his best. (True or False)
2. Favoritism can contribute to a hostile work environment (True or False)
3. Industrial Relations are also called as Labour Management relations. (True or False)
4. Workplace cleanliness is very important for making workplace unfavorable to workers. (T / F)
5. Define : Total Quality Management

Q.2 Answer the following questions.**A). Define Industrial Relations and Explain its objectives? (07)****B). Write short notes : 1) Collective Bargaining 2) Benefits of Employee Welfare (08)****Q.3 Answer the following questions.****A). 1. Define Remuneration & explain components of remuneration? (07)****B). 2. Define Industrial Dispute. State and discuss various causes of Industrial disputes. (08)****Q.4 Attempt any two questions. (Each of 7.5 mark) (15)**

1. What is a Fringe benefit? Explain types of Fringe benefits?
2. Explain HR Audit and its importance? Write down the benefits of HR Audit?
3. Define Workers participation in management .Explain its advantages and disadvantages.
4. Explain concept of Industrial safety and Health. Also mention causes of Industrial Accidents.