

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**BBA Summer 2018 - 19 Examination**

Semester: 4

Subject Code: 06101253

Subject Name: Human Resource Management-II

Date: 13/04/2019

Time: 10:30am to 01:00pm

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 type questions/Fill in the blanks. (Each of 1 mark) (05)**

1. The presence of grievances among employees may cause.....
  - a) Indiscipline among them
  - b) Strain on the labour management relation
  - c) A decline in the employees performance and
  - d) All of the above
2. Which one of the following is not machinery for settlement of Industrial Disputes under the Industrial Disputes Act, 1947?
  - a) Conciliation Officer
  - b) Board of Conciliation
  - c) Collective Bargaining
  - d) Labour Court
3. 'First come last go and last come first go' is the principle of.....
  - a) Lay-off
  - b) Closure
  - c) Retrenchment
  - d) Dismissal
4. Which of the following is machinery for settlement of industrial disputes?
  - a) Indian Labour Conference
  - b) Joint Management Council
  - c) Industrial Tribunal
  - d) Standing Labour Committees
5. Which of the following statements is not true about an HR Audit.....
  - a) It establishes a benchmark for measuring the performance of HR department
  - b) It is done by internal employees or external consultants
  - c) It gathers data about people, policies, processes, and structures
  - d) It is a statutory requirement for an organization

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

1. Employee Stock Option Plan
2. Conciliation
3. Fringe Benefits
4. Trade Union
5. Remuneration

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

1. Lay-off
2. Workers Participation in Management
3. Grievance
4. Collective Bargaining
5. Retrenchment

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

**A). Explain Different approaches to Employee welfare? (07)**

**B). Discuss various components of Employee Remuneration? (08)**

**Q.3** Answer the following questions.

A). Explain the major reasons why employers would like to dissuade their employees to join Trade Unions. **(07)**

B). Explain Different types of Collective Bargaining? **(08)**

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

1. Write a Short note on “Schemes of Workers participation in Management?”

2. Explain importance of Industrial Relation. Discuss various parties to Industrial Relation.

3. Discuss the causes for Grievance in Indian Industry?

4. An engineering organization with over 100 employees contacted Vital HR to carry out a HR Audit. They did not have a specific HR person the role of HR fell as it often does to Finance or the Company Secretary and advice when needed was gained from a solicitor.

This organization had robust contracts of employment in place and many HR policies and procedures. Explain the approaches of HR Audit for the above engineering organization.