

S.D.E.
M.B.A. Sem-III (2013 Course) : SUMMER - 2019
SUBJECT : ELECTIVE – IV: EMPLOYEE ADMINISTRATION, INDUSTRIAL
RELATIONS & LABOUR WELFARE
(Human Resource Management)

Day : Thursday
Date : 23/05/2019

Time : 10.00 AM TO 1.00 PM
Max. Marks : 70

S-2019-5051

N.B.:

- 1) Attempt **ANY THREE** questions from Section – I and attempt **ANY TWO** questions from Section – II.
- 2) Answers to both the sections should be written in the **SAME** answer book.
- 3) Figures to the right indicate **FULL** marks.

SECTION – I

- Q.1** State the importance as well as advantages of having Model Standing Order for a newly set up medium size industry in your state. [14]
- Q.2** When a management can validly suspend an erring employee pending enquiry, and its decision? Also state what various benefits such an employee who is suspended would be eligible for. [14]
- Q.3** Highlight with examples recent paradigm in Employee Relations. [14]
- Q.4** Illustrate, what is lock-out and also state when it is legal and when it is illegal. [14]
- Q.5** Write short notes on **ANY TWO** of the following: [14]
- a) Personnel Record
 - b) VRS
 - c) Statutory Welfare Provisions

SECTION – II

- Q.6** Your organization is intending to employ over 100 employees in each of its Retail Stores in various States in India. Prepare a note to managers of these retail stores on the necessity of having Model Standing Orders for each such a retail store and explain the salient features of the standing orders. [14]
- Q.7** A workman in welding department, while on duty, in 3rd shift, started welding without taking set precautions and a fire took place damaging property of the company. Prepare a show-cause notice to the said workman. Assume necessary details. [14]
- Q.8** Prepare a notice calling workmen to report for duty forth-with as they had gone on strike without giving notice to employer. [14]

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