

S.D.E.

M.B.A. SEM-III (2013 COURSE) : WINTER - 2017

SUBJECT: ELECTIVE – IV: d) EMPLOYEE ADMINISTRATION, INDUSTRIAL
RELATIONS AND LABOUR WELFARE (HRM)

Day: **Saturday**
Date: **30/12/2017**

Time: **10.00 A.M. TO 1.00 P.M.**
Max Marks. 70

W-2017-4223

N.B.

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

- Q.1** Briefly discuss the concept of lock – out and its legality. **(10)**
- Q.2** Discuss the new paradigm in employee relations due to globalization. **(10)**
- Q.3** Discuss, briefly the terms of strikes provisions pertaining to legality of strikes. **(10)**
- Q.4** What are the changing phases of management and employee relations in the wake of labour reforms? **(10)**
- Q.5** Write short notes on (**ANY TWO**) **(10)**
- a) Kinds of retirements
 - b) Personnel record
 - c) Statutory welfare provisions

SECTION - II

- Q.6** Your company employees have gone on illegal “down-tools” strike for continuous two days. As a HR manager what will be your approach to resolve the issue. **(15)**
- Q.7** Due to 80% automation in the work place employees fear that their work will be affected. What are the methods you will adopt for enabling the workers to overcome this situation. **(15)**
- Q.8** 15 out of 20 employees of assembly section have raised grievances about their supervisor Mr. Mathew for his behavior on the shop floor. As a HR manager how will you go about to resolve this issue. **(15)**

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