

III Semester M.B.A. (Day) Degree Examination, January 2008

(Updated Scheme)

BUSINESS ADMINISTRATION

H-3 : Employee Relations Management

Time: 3 Hours

Max. Marks: 75

Note: Answer all the Sections.

SECTION – A

1. Answer **any six** from the following. **Each** question carries **two** marks. (6×2=12)
- Define 'Performance Appraisal System'.
 - What is a Pay Packet ?
 - What are non financial incentives ? Give examples.
 - State the meaning of 'Work-life balancing'.
 - Mention any two limitations of WPM.
 - What is a 'Radical Perspective' in Industrial Relations ?
 - Give the meaning of work environment.
 - Define 'Self-directed teams'.

SECTION – B

- Answer **any four** of the following. **Each** question carries **five** marks. (4×5=20)
- Present an overview of an Appraisal Process.
 - As an HR Manager, what challenges do you face when compensation plans are designed for a large business enterprise ? Be brief.
 - Write a note on the rationale for social security measures introduction.
 - Give an idea on the state intervention in IR scenario.
 - Write briefly on the role of Arbitrator in settling industrial disputes.
 - Explain briefly causes and consequences of violence at work places.

P.T.O.

SECTION - C

Answer **any three** from the following. Each question carries **ten** marks. (3×10=30)

8. "Eventhough Performance Appraisals are hated by everyone, they are not going to go away". Discuss.
9. Do you think the theories of remuneration influence the determination of compensation, especially, the executives ? Explain.
10. Why do you think the work-life balance has gained prominence in the recent past ? Suggest a prescription to attain work-life balance.
11. Outline the process involved in the administration of welfare activities followed in a steel enterprise.
12. Summarise the provisions laid down in connection with the working conditions under Factories Act, 1948.

SECTION - D

13. Analyse the following case and answer the posers given at the end.

13

CASE STUDY

Sri Damodar, Managing Director of a company was running the affairs of the company in a traditional manner. He was successful in his style. His son Sri Chethan, a post-graduate in Business Administration specially in 'Human Resource Management' joins his father in running the company. Chethan wants to change the style of management in the company and wanted to introduce industrial democracy in the company. Sri Damodar advises his son not to attach so much importance to workers. But Chethan impressed his father about the gains to the company on the introduction of workers participation in management. Reluctantly Sri Damodar agreed to the proposal of Sri Chethan. Workers' director was taken in to management. Labour unrest was started and political interference was blatant Inter-union rivalrie's became order of these days. All decisions were questioned. In the process, the company was affected. Sri Damodar reversed the decision of his son. Worker-director was removed.

Posers :

- a) What are the implications of workers participation in management ?
 - b) Why Sri Chethan failed in introducing industrial democracy ? Make your own assumptions and suggest an action-plan to introduce industrial democracy in the company.
-