

[Duration : Two Hours]

[Max. Marks: 80]

Instructions:

- i) All questions are **compulsory**, however internal choice is **available**.
- ii) Answer sub-questions in Q. No. 1 and Q. No. 2 in **not** more than **100** words **each**.
- iii) Answer Q. No. 3 to 6 in not more than **400** words **each**.
- iv) Figures to the **right** indicate marks.

1. Answer in brief the following questions (**any four**): **16**
 - a) Explain the need for Outsourcing.
 - b) Job Rotation
 - c) Write a note on Rowan Plan
 - d) State any four features of Payment of Bonus Act 1965
 - e) Auto Management
 - f) State any four objectives of Labour Welfare.
2. Write short notes on the following (**any four**): **16**
 - a) Role of government in Labour Welfare.
 - b) State any four weaknesses of Indian Trade Unions.
 - c) Features of Innovative Organisation.
 - d) Concept of Business Process Re-engineering.
 - e) Meaning of Learning Organisation.
 - f) Concept of Competencies.
3. a) What is Human Resource Planning? Explain the steps involved in Human Resource Planning. **12**

OR

- b) Examine any four methods of data collection for Job Analysis. **12**
- 4. a) Examine the essentials of a sound wage system. **12**

OR

- b) Explain the external sources of recruitment. **12**
- 5. a) Explain the various functions of a Trade Union. **12**

OR

- b) What is Employee Empowerment? Examine the barriers in Employee Empowerment. **12**
- 6. a) What is Labour Turnover? Suggest some measures for minimizing Labour Turnover? **12**

OR

- b) What is Employee Branding? Explain the four Es of Employee Branding. **12**