PGDHRM 2nd Semester Examination 2013
Paper - VII
(Labour Welfare)

Time : 3 Hrs. Full Marks : 80

1. Answer the following questions

$2 \times 5 = 10$

(a) What are the different types of Collective Bargaining?

(b) What is Industrial Health?

(c) Who are the parties involved in collective bargaining?

(d) What is bubstituted holiday?

(e) State the provision relating to wages during leave period under Factories Act, 1948.

2. Answer any three questions from the following

$4 \times 3 = 12$

(a) State the provision relating to employment of women workers under Factories Act, 1948.

(b) What is meant by a 'Formal Group'?

(c) What is meant by a 'Virtual Team'?

(d) Discuss the power of a Inspector under the Factories Act, 1948.

(e) What are the activities of an Occupational Health Centre?

3. Answer any three questions from the following

$6 \times 3 = 18$

(a) Discuss the process of Collective Bargaining.

(b) Discuss the importance of Industrial Health.

(c) Discuss the role of Informal Groups in moulding the group behaviour and team development of workers.

(d) What are the advantages and dis-advantages of group decision making?

(e) Discuss the selection process that you would adopt in selection of office staff in your organization.

4. Answer any four questions from the following

$10 \times 4 = 40$

(a) Discuss the provision relating to 'Leave' under the Factories Act, 1948.

(b) Discuss the provisions relating to Health Safety of welfare of employees under Factories Act, 1948.

Or

Discuss the concept of Accident Cost and how it affects the different parties.

(c) What is meant by physical hazards? Give examples of some common workplace hazards.

(d) 'Collective bargaining is a negatiative process'. In this context, discuss the advantages of collective bargaining process.

Or

Discuss the approaches to collective bargaining.

(e) Discuss the provisions relating to 'Leave' under the Factories Act,1948.

(f) Discuss the provisions relating to health, safety and welfare of employees under the Factories Act,1948.

Or

Discuss the concept of Accident cost and how it affects the different parties.

(g) ABC company is a newly formed company. The company wants to appraise the performance of its employees engaged in production and sales department. As a HR manager, suggest the company in framing its performance appraisal policy.

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