KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY
PGDHRM 2nd Sem. Examination, 2015
Paper Code: PGDHRM 05
Paper : Principles of Organizational Behaviour
Time: 3 hours Maximum marks: 80
The figures in the margin indicate full marks for the questions

1 Answer any five questions from the following 2×5=10
- a What are the four factors included in self theory?
- b What is meant by values?
- c What are the characteristics of organizational change?
- d What are the styles of leadership?
- e State any four qualities of a good leader.
- f State any two features of employee morale.
- g What are the components of management information system?

2 Answer any three questions from the following 4×3=12
- a What are the functions of culture?
- b Explain the conditions under which Autocratic Leadership is usually used.
- c What are the factors to be taken into account in adopting a particular style of leadership?
- d Explain individual morale and a group morale.
- e What are the functions of management information system?

3 Answer any three questions from the following 6×3=18
- a Explain the process of formation of attitudes.
- b What are the different types of value?
- c What are the internal reasons of organizational change?
- d What are the factors affecting employee morale?





- e Write any six characteristics of management information system.

4 Answer any four questions from the following 10×4=40
- a Explain the concept of human behavior and the nature of people.
- b What are the various divisions in organization culture?
- c Explain the ways of managing resistance to change.
- d Explain the term leadership and its features.
- e Explain the concept and steps of management information system.
- f Explain methods which can be applied in evaluating employee morale.

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY
PGDHRM 2nd Sem. Examination, 2015
Paper Code: PGDHRM 06
Paper Name: Labour Legislation (Part-II)
Time: 3 hours Maximum marks: 80
The figures in the margin indicate full marks for the questions

1 Answer any five questions from the following : 2×5=10
a Define 'Manufacturing process' under Factories Act.
b Write any two objectives of 'ILO'.
c Define 'Hazardous process' under Factories Act, 1948.
d Who is a 'safety officer' under Factories Act, 1948?
e State any two powers of 'Inspectors' under Section 13 of the Employee's Provident Fund and Miscellaneous Provisions Act, 1952.
f Briefly state the payment of medical bonus under the Maternity Benefit Act, 1961.
g Define 'wages'.

2 Answer any three questions from the following : 4×3=12
a Write down the object of 'Assam Shops and Establishment Act, 1971 and its application.
b Write about the registration of the Plantation under the Plantation Labour Act, 1951.
c Write about the dismissal of a woman during absence on pregnancy under the Maternity Benefit Act, 1961.
d Write a short note on 'Employees Pension Scheme'.
e Write a short note on Employees Provident Fund Scheme.

3 Answer any three questions from the following : 6×3=18
a Discuss the constitution and working procedure of "employees provident fund appellate tribunal".





b Explain six provisions related to 'Welfare' under Factories Act, 1948.
c Explain six provisions related to 'Health' under Factories Act, 1948.
d Discuss the structure of 'International Labour Organisation'.
e Write a note on growth of labour legislation in post independence period.

4 Answer any four questions from the following : 10×4=40
a What are the objectives of Industrial Employment (standing orders) Act, 1946? Also discuss various provisions of the Act.
b What are the powers and functions of inspectors under the Plantation Labour Act, 1951. Also discuss provisions regarding health, welfare, creches, recreation, education and housing under the Act.
c What is Maternity Benefit Act, 1961. Explain the various provision related to employment of women under the Maternity Benefit Act, 1961.
d Discuss the provisions for employment of young person as per Factories Act, 1948.
e Define factory. Also discuss the duties o 'certifying surgeons' and 'Inspecting Staff' under Factories Act, 1948.
f Discuss the principle of 'International Labour Organization' and also explain the background of labour legislation.

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY
PGDHRM 2nd Sem. Examination, 2015
Paper Code: PGDHRM 07
Paper Name: Industrial Welfare
Time: 3 hours Maximum marks: 80
The figures in the margin indicate full marks for the questions

1 Answer any five questions from the following 2×5=10
- a What is collective bargaining?
- b What is a 'Team'?
- c What is compensatory holiday?
- d Who is an Inspector and who can appoint him?
- e What is meant by an informal group?
- f What is group norm?
- g State any two causes of occupational diseases.

2 Answer any three questions from the following 4×3=12
- a What are the major activities undertaken by Occupational Health Centres?
- b What is meant by 'Problem solving Team'?
- c What are the factors that determine group cohesiveness?
- d Explain the duties of a certifying surgeon under the provision of the Factories Act, 1948.
- e What do you mean by 'Industrial Health'?

3 Answer any three questions from the following 6×3=18
- a What are the provisions for health, safety and welfare for workers working in docks/ ports under Dock Workers (Safety, Health and Welfare) Act, 1986?
- b Discuss the various types of formal groups.
- c Mention the Accident cost incurred by the employers.
- d What are the restrictions on the employment of young person as per the provisions of Factories Act, 1948?
- e What are the different types of occupational hazards that a worker is exposed to?





4 Answer any four questions from the following 10×4=40
- a What are the different types of Bargaining activities? Explain the process of collective Bargaining.
- b Discuss in detail the provisions relating to leave under Factories Act, 1948.
- c What are the components of group decision-making. Critically examine the effectiveness of group decision-making.
- d Discuss the provision of the Factories Act, 1948 relating to power of the inspector.
- e What are the different types of benefits (Fringe) provided to employees in an organization in India.
- f XYZ is a newly formed company the company is undertaking a requirement drive. As a HR manager suggest the selection process than you would adopt for selection of office staff of the organization.

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY
PGDHRM 2nd Sem. Examination, 2015
Paper Code: PGDHRM 08
Paper : Human Resource Development
Time: 3 hours Maximum marks: 80
The figures in the margin indicate full marks for the questions

1 Answer any five questions from the following 2×5=10

a State two benefits of performance appraisal.
b State the meaning of wage differential.
c What is pension plan?
d Explain the difference between CRS and VRS.
e Explain case study method.
f State any two cognitive methods of training.
g What is sick leave?

2 Answer any three questions from the following 4×3=12

a Explain why growth of employee and that of organization are interlinked with each other.
b What is meant by self-auditing? Explain with an example.
c What are the differences in traditional and modern compensation systems.
d What are the objectives of organization in providing benefits and services to the employees?
e Discuss the role of HR function in implementation of strategy.

3 Answer any three questions from the following 6×3=18

a Explain computer-based training methods and its justification. State three benefits of CBT.
b Explain 360 degree performance appraisal method and state its advantage and limitations.



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c How is executive remuneration fixed in Indian organization?
d Explain the procedures of granting sick leave.
e What are the objectives of HR research?

4 Answer any four questions from the following 10×4=40

a Distinguish between on-the-job and off-the-job training and their significance.
b Describe the components of executive remuneration. Why executives are paid more?
c List all the traditional methods of performance appraisal and describe any two of them.
d What do you understand by labour welfare? Which organizations in India are engaged in labour welfare work?
e Discuss some important methods of career planning.
f Explain in brief the techniques employed in HR research.