

[A-5]

**SARDAR PATEL UNIVERSITY**  
**BBA (ITM) SEMESTER VI**  
**SATURDAY 2<sup>nd</sup> APRIL 2016**  
**TIME: 10:30A.M TO 12:30P.M**  
**UM06EBBI05 PRACTICES OF HUMAN RESOURCE MANAGEMENT**

MARKS: 60

NOTE: Figures to the right indicate marks.

- Q.1 Define the terms promotion, demotion and transfer & explain at length the promotion procedure. [15]
- OR
- Q1 Write notes on: [15]
- Causes of demotion
  - Transfer procedure
- Q.2 Elucidate the terms rewards and incentives with its types and objectives. [15]
- OR
- Q.2 [A] Enlighten briefly the influencing factors of compensation. [08]
- [B] "Accidents are usually the result of a combination of factors, each one of which may vary from situation to situation." Clarify the statement in context of causes & remedies for industrial accidents of accidents. [07]
- Q.3 Give explanation of all the modern techniques of performance appraisal. [15]
- OR
- Q.3 [A] Write a detailed note on Graphic Rating Scale. [08]
- [B] Explicate briefly problems of appraisal. [07]
- Q.4 Discuss the causes and machinery to resolve industrial disputes in detail. [15]
- OR
- Q.4 [A] Write a descriptive note on Trade Unions. [08]
- [B] Define IR and explain how to create good & healthy industrial relations? [07]

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