

(123) SARDAR PATEL UNIVERSITYM.S.W. Examination, IIIrd SemesterMon Day Date 18.11.2013Session: Morning / Evening Time : 2:30pm to 05:30pmSubject/Course Code : PA03CNSW02 /Paper No. 02Subject/Course Title: Labor Welfare and Human Resource Mgt.Total Weightage/Marks : 70**Q 1 Multiple choice questions:****(10)**

- 1) Which of the following statements is false?
 - A) Training is normally a key aspect of high commitment management strategies
 - B) Training and Development serves an important symbolic function
 - C) There are well-established and proven links between training, organizational productivity
 - D) Training allows organizations to adapt to changes in the business environment
- 2) _____ is the process of using the resources and personnel of an organization in an orderly way to achieve the objectives and long-term goals of the organization.
 - A) Planning
 - B) Organizing
 - C) Leading
 - D) Controlling
- 3) HRM maintenance function includes which of the following activities?
 - A) Retraining productive employees when their skills become obsolete
 - B) Working with the local high schools to attract good workers
 - C) Screening potential employees before they are interviewed
 - D) Keeping employees well informed
- 4) To provide a common platform for discussions and mutual understanding between the labour and employers A Tripartite Labour Conference was convened for the first time in the year.
 - A) 1942
 - B) 1947
 - C) 1948
 - D) 1940
- 5) Which of the following is usually not an objective of Industrial Relations?
 - A) Connectedness
 - B) Collective Wisdom
 - C) Conflict Prevention
 - D) None of the above
- 6) International Labour Organization was established in year _____.
 - (A) 1819
 - (B) 1919
 - (C) 1918
 - (D) 1890
- 7) Labour welfare officer is appointed where _____ or more employees worked in an industry on any proceeding of twelve months

(A) Management By Organization

(B) Managers By Organization

(C) Management By Objectives

(D) Managers By Objectives

9) Indian Factories Act was passed in the year of _____.

(A) 1881

(B) 1891

(C) 1901

(D) 1911

10) AITUF stands for _____.

(A) All India Trade Union Federation

(B) All India Trade Union Foundation

(C) All Indian Trade Union Federation

(D) All Indian Trade Union Foundation

Q2 Answer the following question.

(15)

Discuss the various methods of performance appraisal in detail with relevant examples.

OR

Demonstrate the importance of placement orientation by discussing its objectives and process.

Q 3 Answer the following question.

(15)

Define Labour Welfare and explain its philosophy and approaches.

OR

Define Trade Union and discuss its history.

Q 4 Answer the following question.

(15)

Define Industrial Relation and explain its approaches and significance.

OR

Explain in detail the Human Resource Management functions

Q 5 Short Notes: (Any 3)

(15)

1) Benefits of Transfer

2) Source of Recruitment

3) Role of a Labour Welfare Officer

4) Types of Wages

5) Steps of Induction

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