

[15] Seat No \_\_\_\_\_

No. of Printed Pages : 2

Sardar Patel University

M.S.W. - III<sup>rd</sup> Semester Under CBCS (Choice Base Credit System)

**External Examination :- October-2016**

Sub Code: PA03CMSW06

**Sub: Labour Welfare & Human Resource Management**

Date: 20/10/2016

Day: Thursday

Time: 10:00 am To 01:00 pm

**Note:** Answers of all the questions including MCQ should be written in the provided answer book only.

Total Marks: 70

**Q.1 Choose the correct alternative from the following Multiple Choice Questions: (10)**

1. From the following, which one is principle of Labour Welfare?
  - a. Adequacy of wages
  - b. Social responsibility of industry
  - c. Efficiency
  - d. All of above
2. Time keeping, salary/wage administration is \_\_\_\_\_ role of HR manager.
  - a. Welfare
  - b. Personal
  - c. Clerical
  - d. Fight-fighting
3. ILO stands for:
  - a. International Loyal Organization
  - b. International Labour Organization
  - c. Indian Labour Organization
  - d. Indian Loyal Organization
4. \_\_\_\_\_ and Human resource Planning are used synonymously.
  - a. Contract labourer
  - b. Manpower Planning
  - c. Welfare services
  - d. Job Analysis
5. \_\_\_\_\_ who is widely considered as father of scientific management.
  - a. Fayal
  - b. Elton Mayo
  - c. Taylor
  - d. None of above
6. A broad statement of the purpose, scope, duties and responsibilities of particular job called \_\_\_\_\_.
  - a. Training
  - b. Recruitment
  - c. Placement
  - d. Job description
7. \_\_\_\_\_ is External recruitment.
  - a. Employees referrals
  - b. Campus recruitment
  - c. Present employees
  - d. All of above
8. In placement process, normally probation period ranges between \_\_\_\_\_.
  - a. 6 month to 2 years
  - b. 0 to 6 month
  - c. 6 month to 1 years
  - d. none of above
9. The Government of India passed a Minimum Wage Act in the year \_\_\_\_\_.
  - a. 1976
  - b. 1948
  - c. 1947
  - d. 1927
10. Which one of the following is to be considered as HRD sub-system?
  - a. Recruitment & Selection
  - b. Training & Development
  - c. Performance Appraisal
  - d. All of above

**Q.2 Define the terms: (Any Five)**

**(10)**

- |                    |                        |
|--------------------|------------------------|
| 1. Management      | 2. Training            |
| 3. Placement       | 4. Employees Referrals |
| 5. Worker          | 6. Induction           |
| 7. Job Description |                        |

**Q.3 Short Answer Questions (Any Five)**

**(20)**

- |                                    |  |
|------------------------------------|--|
| 1. Concept of Labour Welfare       | 2. Objectives of Human Resource Planning |
| 3. External Sources of Recruitment | 4. Performance Appraisal Process         |
| 5. On the Job Training Methods     | 6. Types of Wages                        |
| 7. Role of HR Manager              |  |

**Q.4 Answers the following in Detail: (Any Two)**

**(30)**

1. Define Labour Welfare with its principles.
2. What is Human Resource Management? Discuss its objectives & Functions in detail.
3. Elaborate Wage & Salary Administration with its types & methods.
4. Discuss HRD sub-systems.

\*\*\*\*\**Good Luck*\*\*\*\*\*