



JD - 142

**P.G.D.H.R.M. Examination, July 2016**  
**MANAGEMENT**  
**Paper - 7 : Employee Relations Management**

Time : 3 Hours

Max. Marks : 100

**SECTION - A**

1. Answer **any ten** questions in 3 to 4 lines. Each question carries 2 marks. (10×2=20)
- What do you mean by 360° appraisal method ?
  - Give the meaning of compensation.
  - State 2 differences between wage and salary.
  - What is stress ?
  - What is worklife balance ?
  - Give the meaning of employee empowerment.
  - What are Intra-Mural activities ?
  - Give the meaning of Trade Union.
  - What is industrial dispute ?
  - What is maternity benefit ?
  - What are fringe benefits ?
  - State any 2 effects of noise.

**SECTION - B**

Answer **any five** questions. Each question carries 7 marks. Answer shall not exceed two pages.

(5×7=35)

- Briefly explain the approaches to industrial relations.
- Explain briefly the role of trade unions in industrial relations.
- Discuss the major challenges of appraisal.
- Briefly explain the importance of wage and salary administration.

P.T.O.

JD-142



6. Analyse the main provisions under the Factories Act, 1948 for the safety of workers.
7. Discuss the labour welfare schemes provided to the workers.
8. Briefly explain the sources of stress.
9. How can you bring employee empowerment within an organisation?

SECTION - C

Answer any three questions. Each question carries 15 marks.

(3×15=45)

10. Explain different types of performance appraisal.
11. What are components of remuneration? Explain the factor influencing remuneration.
12. Explain the workers participation in management.
13. Explain the preventive mechanism for industrial disputes.
14. What is drug abuse? Explain the impact of alcoholism and drug abuse in industrial relations.