CS/BBA(H) (SUPPLE)/SEM-6/BBA-603/09 HUMAN RESOURCE MANAGEMENT – III (SEMESTER - 6)



Time : 3 Hours]

[Full Marks : 70

INSTRUCTIONS TO THE CANDIDATES :

- 1. This Booklet is a Question-cum-Answer Booklet. The Booklet consists of **32 pages**. The questions of this concerned subject commence from Page No. 3.
- 2. a) In **Group A**, Questions are of Multiple Choice type. You have to write the correct choice in the box provided **against each question**.
 - b) For Groups B & C you have to answer the questions in the space provided marked 'Answer Sheet'. Questions of Group B are Short answer type. Questions of Group C are Long answer type. Write on both sides of the paper.
- 3. **Fill in your Roll No. in the box** provided as in your Admit Card before answering the questions.
- 4. Read the instructions given inside carefully before answering.
- 5. You should not forget to write the corresponding question numbers while answering.
- 6. Do not write your name or put any special mark in the booklet that may disclose your identity, which will render you liable to disqualification. Any candidate found copying will be subject to Disciplinary Action under the relevant rules.
- 7. Use of Mobile Phone and Programmable Calculator is totally prohibited in the examination hall.
- 8. You should return the booklet to the invigilator at the end of the examination and should not take any page of this booklet with you outside the examination hall, **which will lead to disqualification**.
- 9. Rough work, if necessary is to be done in this booklet only and cross it through.

No additional sheets are to be used and no loose paper will be provided

FOR OFFICE USE / EVALUATION ONLY Marks Obtained

| | Group – A | | | | | | | Group – B Group – C | | | - C | | | |
|--------------------|-----------|--|--|--|--|--|--|---------------------|--|--|------------|--|----------------|-------------------------|
| Question Number | | | | | | | | | | | | | Total Marks | Examiner's Signature |
| Marks Obtained | | | | | | | | | | | | | | |

Head-Examiner/Co-Ordinator/Scrutineer









Full Marks : 70

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SEMESTER – 6

Time : 3 Hours]

GROUP – A

(Multiple Choice Type Questions)

| 1. | Choo | hoose the correct alternatives for the following : | | | | | | | | | |
|------|------|--|-------------------------------|---------------------|---------------------------|--|--|--|--|--|--|
| | i) | | | | | | | | | | |
| | | a) | 1948 | b) | 1947 | | | | | | |
| | | c) | 1956 | d) | 1936. | | | | | | |
| | ii) | The | Industrial Employment (Stand | er) Act enacted on | | | | | | | |
| | | a) | 1952 | b) | 1956 | | | | | | |
| | | c) | 1946 | d) | 1948. | | | | | | |
| | iii) | Hot stove rule is for | | | | | | | | | |
| | | a) | positive discipline | b) | negative discipline | | | | | | |
| | | c) | both of these | d) | none of these. | | | | | | |
| | iv) | Positive discipline is also known as | | | | | | | | | |
| | | a) | autocratic | b) | punitive | | | | | | |
| | | c) | both of these | d) | none of these. | | | | | | |
| | V) | Grievance should be handled at | | | | | | | | | |
| | | a) | immediate upper level | b) | grievance committee level | | | | | | |
| | | c) | trade union level | d) | none of these. | | | | | | |
| S-5- | 4050 | (21/0 | 98) | | | | | | | | |

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|---------------------------------------|--|---------------------------------|----|------------------------|--|--|--|--|--|--|--|
| vi) | Cha | rge sheet is given | | unitable of fictuation | | | | | | | |
| | a) | after show cause | b) | before show cause | | | | | | | |
| | c) | before warning | d) | after warning. | | | | | | | |
| vii) | Disciplinary procedure are used for | | | | | | | | | | |
| | a) | motivating employee | b) | rectify employee | | | | | | | |
| | c) | maintaining employee moral | d) | all of these. | | | | | | | |
| viii) | Trad | e Union Act enacted on | | | | | | | | | |
| | a) | 1926 | b) | 1947 | | | | | | | |
| | c) | 1956 | d) | 1948. | | | | | | | |
| ix) | ix) The concept of progressive discipline states that | | | | | | | | | | |
| | a) penalty must be to the violation | | | | | | | | | | |
| | b) penalty must be immediately imposed upon the victim | | | | | | | | | | |
| | c) | it should be flexible in nature | | | | | | | | | |
| | d) | none of these. | | | | | | | | | |
| x) | Cou | nselling is a | | | | | | | | | |
| | a) | positive discipline | b) | negative discipline | | | | | | | |
| | c) | progressive discipline | d) | all of these. | | | | | | | |
| | GROUP – B | | | | | | | | | | |
| | | | | | | | | | | | |

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

- 2. Write a short note on suspension.
- 3. What are the different functions of counselling ?
- 4. State any five instances of indiscipline in industry with suitable examples.

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- 5. Describe Hot Stove approach.
- 6. What are the causes and effects of grievances ?



GROUP – C

5

(Long Answer Type Questions)

Answer any *three* of the following questions. $3 \times 15 = 45$

- 7. Examine the statutory provisions concerning discipline in Indian industry. 15
- 8. a) What is punishment?
 - b) What are the different types of punishment?
 - c) Discuss the limitations of using it as a strategy for dealing with the problem of indiscipline. 4 + 4 + 7
- 9. a) What are the objectives of Industrial Employment (Standing Order) Act?
 - b) Mention various acts and omissions to be treated as misconduct under the said Act. What are the procedure for taking disciplinary action for misconduct under the Act ?
 5 + 10
- 10. a) Whether Code of Discipline has any legal sanctity ?
 - b) Describe the rules regarding "method of posting" and "exhibition of standing orders" in an industrial establishment.
 - c) What are the various classification of workmen under Industrial Employment (Standing Order) Act ? 3 + 7 + 5
- Write a charge sheet notice for theft on the premises of the factory (assume all the relevant factors).

END