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



Time : 3 Hours]

[Full Marks : 70

GROUP - A**(Multiple Choice Type Questions)**

1. Choose the correct alternatives for the following : 10 × 1 = 10
- i) The Industrial Dispute Act enacted on
- | | | |
|---------|----------|----------------------|
| a) 1948 | b) 1947 | |
| c) 1956 | d) 1936. | <input type="text"/> |
- ii) The Industrial Employment (Standing Order) Act enacted on
- | | | |
|---------|----------|----------------------|
| a) 1952 | b) 1956 | |
| c) 1946 | d) 1948. | <input type="text"/> |
- iii) Hot stove rule is for
- | | | |
|------------------------|------------------------|----------------------|
| a) positive discipline | b) negative discipline | |
| c) both of these | d) none of these. | <input type="text"/> |
- iv) Positive discipline is also known as
- | | | |
|------------------|-------------------|----------------------|
| a) autocratic | b) punitive | |
| c) both of these | d) none of these. | <input type="text"/> |
- v) Grievance should be handled at
- | | | |
|--------------------------|------------------------------|----------------------|
| a) immediate upper level | b) grievance committee level | |
| c) trade union level | d) none of these. | <input type="text"/> |



vi) Charge sheet is given

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) Trade Union Act enacted on

a) 1926

b) 1947

c) 1956

d) 1948.

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) Counselling 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 × 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.



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



GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following questions.

3 × 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
11. Write a charge sheet notice for theft on the premises of the factory (assume all the relevant factors). 15

END