

**BBA LLB**  
**FOURTH SEMESTER**  
**HUMAN RESOURCE MANAGEMENT- IV**  
**BBLB – 402**  
[USE OMR FOR OBJECTIVE PART]

**SET**  
**A**

Duration: 3 hrs.

Full Marks: 70

Time: 30 min.

( Objective )

Marks: 20

*Choose the correct answer from the following:*

*1×20=20*

- Which aspect of Human Resource Management (HRM) deals with health and safety regulations, working conditions, and employee amenities?
  - Personnel aspect
  - Welfare aspect
  - Industrial Relation Aspect
  - Job Analysis and Design
- Which of the following is NOT a characteristic of the Indian labour market?
  - Large and growing workforce
  - High-skilled labour force
  - Gender disparity
  - Prevalence of informal employment
- What is one of the important benefits of good industrial relations?
  - Decreased efficiency and productivity
  - Increased conflicts between management and unions
  - High morale and motivation among employees
  - Wastage of material, manpower, and costs
- What is the aim of developing cooperation with employers for trade unions?
  - To compete with employer
  - To escalate disputes
  - To undermine management authority
  - To promote harmony and mutual understanding
- What economic impact does a long stoppage of work by labor through strikes and lockouts have?
  - Increase in productivity
  - Loss of national productivity
  - Decrease in consumer prices
  - Growth in income
- What can motivate employees to engage more effectively in management processes?
  - Recognition
  - Collaboration
  - Training
  - Conflict resolution
- What is one of the functions of trade unions regarding grievances of workers?
  - Firing workers without cause
  - Redressal of grievances at the management level
  - Ignoring grievances of workers
  - Refusing arbitration
- What is the impact of industrial disputes on consumers?
  - Scarcity of goods
  - Increased wages
  - Employment opportunities
  - Workplace safety

9. How does industrial relations contribute to economic growth and development?
  - a. By promoting unhealthy competition between workers
  - b. By minimizing turnover and tangible benefits to the organization
  - c. By increasing conflicts between management and unions
  - d. By creating an atmosphere of mistrust and animosity
10. Which of the following is NOT a nature of trade unions?
  - a. Compulsory membership
  - b. Voluntary association
  - c. Permanent body
  - d. Common interest
11. What is a direct outcome of good industrial relations?
  - a. Increase in conflicts
  - b. Decrease in morale
  - c. Minimization of material wastage
  - d. Lower efficiency
12. What is a crucial element for effective workers' participation in management?
  - a. Legal framework
  - b. Financial incentives
  - c. Employee recognition
  - d. Organizational hierarchy
13. Which objective of trade unions focuses on advocating for safe and healthy workplaces?
  - a. Enhancing Economic Security
  - b. Improving Working Conditions
  - c. Protecting Workers' Rights
  - d. Collective Bargaining
14. What does industrial relations promote?
  - a. Autocracy
  - b. Oligarchy
  - c. Democracy
  - d. Monarchy
15. What ensures that workers' voices are heard at the highest levels of management?
  - a. Representation
  - b. Legal framework
  - c. Consultation
  - d. Incentives
16. What type of dispute arises when management refuses to recognize a trade union?
  - a. Interest disputes
  - b. Grievance disputes
  - c. Recognition disputes
  - d. Unfair labor practices disputes
17. What is the primary aim of a trade union?
  - a. To regulate relations between workers and employers
  - b. To impose restrictive conditions on businesses
  - c. To regulate relations between workers only
  - d. To regulate relations between employers only
18. What is the common cause of industrial disputes related to the nature of administration?
  - a. Authoritarian leadership
  - b. Collective bargaining
  - c. Promotion disputes
  - d. Night shifts

19. According to the nature of Human Resource management, which of the following is NOT a characteristic of HRM?
- a. Continuous activity
  - b. Specific to an individual department
  - c. People-oriented
  - d. A part of management function
20. What helps employees understand their roles and responsibilities in management decisions?
- a. Education
  - b. Incentives
  - c. Representation
  - d. Conflict resolution

-----

( Descriptive )

Time : 2 hrs. 30 min.

Marks : 50

*[ Answer question no.1 & any four (4) from the rest ]*

1. Describe the significance of the continuous nature of Human Resource Management and its implications for organizational success. Discuss how the scope of HRM extends beyond personnel aspects 4+6=10
2. How does the nature of trade unions contribute to the achievement of their objectives, particularly in terms of promoting workers' rights and improving working conditions? 10
3. What is industrial disputes according to Industrial Disputes Act, 1947? How do the different types of industrial disputes reflect various aspects of labor-management relations and the complexities within the workplace? 2+8=10
4. Highlight the significance of industrial relations in fostering organizational harmony within the workplace. Discuss the key functions of industrial relations in establishing effective communication channels. 5+5=10
5. How does effective workers' participation in management contribute to organizational success and employee satisfaction, and what strategies can organizations implement to overcome challenges in implementing participatory management practices? 5+5=10
6. What are the primary causes of industrial disputes, and how do these disputes impact both the workforce and the management, as well as broader societal and economic factors? 10
7. What is collective bargaining? How do the different types of collective bargaining reflect varying approaches to negotiating employment terms? 10
8. How does the Machinery for settlement of industrial disputes promote peaceful resolution of industrial disputes while maintaining amicable relations between employers and workers? 10

== \*\*\* ==