

2008000202060002
EXAMINATION FEBRUARY -MARCH 2024
BACHELOR OF COMMERCE (HONORS)
(SECOND SEMESTER)
HUMAN RESOURCE MANAGEMENT – II LEVEL 6

[Time: As Per Schedule]

[Max. Marks: 50]

Instructions:

1. Fill up strictly the following details on your answer book

- a. Name of the Examination : **BACHELOR OF COMMERCE (HONORS)(SECOND SEMESTER)**
 - b. Name of the Subject : **HUMAN RESOURCE MANAGEMENT – II LEVEL 6**
 - c. Subject Code No : **2008000202060002**
2. Sketch neat and labelled diagram wherever necessary.
3. Figures to the right indicate full marks of the question.
4. All questions are compulsory.

Seat No:

--	--	--	--	--	--

Student's Signature

Q.1 Short Questions:-

10

1. List out the components of compensation.
2. What do you mean by employee morale?
3. Explain the meaning of motivation.
4. What do you mean by a grievance redressal machinery?
5. List out the various legal machinery for the settlement of Industrial Disputes.

Q.2 (A). Explain the various factors that affects the employees compensation.

7

(B). Read the Case Study, and answer the following questions :-

6

The workers of XYZ Ltd. are working according to 60 hours per week and getting their pay and commission. The company did not pay over time, as the daily work was being completed in time. The company paid additional commission to the workers, who worked for more time.

As stated by Shri Ratan, the leader of the trade union, the workers were working even on holidays. Moreover, their weekly work was more than 60 hours. So the union asked for over - time." It is not the policy of the company to pay over-time." However, some workers continued to work more than 60 hours per week.

The union again asked for over - time pay for them. The company denied. At last, the trade union represented the case before an arbitrator. The arbitrator ordered the company to pay over time.

The company called a meeting of all the workers and declared that " Hence- forth nobody should work for over time and the company will not pay anything for such work. Those who are not in a position to finish the work in due time, should inform the company, so that the company can take necessary action".

Q1. How far is the demand of the trade union proper?

Q2. Will you accept the judgement of the arbitrator as a company manager?

Why?

- Q.3** (A). What do you mean by the industrial dispute? Explain its various forms in detail. **7**
- Q.3** (B). Explain the Herzberg's motivation- hygiene theory. **6**
- Q.4 Short Notes (any 2)** **14**

1. Causes of grievances
2. Leadership styles
3. Challenges of compensation management.
4. Factors affecting morale
