

D-1072

Sub. Code

41921

DISTANCE EDUCATION

P.G. DIPLOMA IN PM & IR EXAMINATION, MAY 2023.

Second Semester

INDUSTRIAL RELATION MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL questions.

1. Define Fundamental rights.
2. List out the four role of internal trade union.
3. Point out the few functions of works committee.
4. What is conciliation?
5. State the process of collective bargaining.
6. What is wage board?
7. List out the few role of safety committee.
8. Point out the nature of employee communication.
9. Define Contract labour.
10. What is ILO?

PART B — (5 × 5 = 25 marks)

Answer ALL questions, choosing either (a) or (b).

11. (a) Briefly explain about salient features of Indian constitution.

Or

- (b) Give a short note on labour movement.

12. (a) Describe about welfare funds.

Or

- (b) Differentiate between voluntary welfare and statutory welfare measures.

13. (a) Briefly explain about government machinery.

Or

- (b) Give a short note on different types of safety organization.

14. (a) Describe about damage control and system.

Or

- (b) Point out the importance of personnel counseling and mental health.

15. (a) Briefly explain about ergonomics.

Or

- (b) Write a short note on trade union movement.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain in detail about directive principles of state policy.
 17. Narrate about role of government employers in industrial relations.
 18. Describe about various measures to stop strikes and lock out disputes.
 19. Enumerate about importance and scope of grievance redresses.
 20. Explain in detail about various education and training schemes for labours.
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D-1073

Sub. Code

41922/42122

DISTANCE EDUCATION

COMMON FOR P.G. DIPLOMA IN (PM & IR) & PGD (HRM)
EXAMINATION, MAY 2023.

Second Semester

LABOUR LEGISLATIONS – II

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions.

1. Define Direct tax.
2. List out the eligibility for bonus.
3. Point out the benefit of wages act.
4. What is nomination?
5. State the procedure for fixing wages.
6. What is penalty?
7. List out the power of certifying officer.
8. Point out few steps in registration of trade unions.
9. Define Liabilities.
10. What is standing orders?

PART B — (5 × 5 = 25 marks)

Answer ALL the questions, choosing either (a) or (b).

11. (a) Briefly explain about payment of bonus act.

Or

- (b) Give a short note on Adjustment of customary.

12. (a) Describe about fixation of wage periods.

Or

- (b) Differentiate between deduction and fines.

13. (a) Briefly explain about Minimum wages act.

Or

- (b) Give a short note on Advisory Board.

14. (a) Describe about Trade union Act 1926.

Or

- (b) Point out the duration of standing orders.

15. (a) Briefly explain about operating of standing orders.

Or

- (b) Write a short note on set off allocable surplus.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain in detail about maintain balance sheet in industries.
17. Narrate about steps for recovery of the amount of gratuity.

18. Describe about maintenance of registers for employers.
 19. Enumerate about significance of Registration of Trade Unions.
 20. Explain in detail about procedure for inspectors' appointment.
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D-1074

Sub. Code

41923

DISTANCE EDUCATION

P.G. Diploma in PM & IR EXAMINATION, MAY 2023.

Second Semester

TRAINING AND DEVELOPMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions

1. Define Training.
2. List out the four levels of training.
3. Point out the duties of managers.
4. Write the importance of training.
5. State the four methods of evaluation of training.
6. What is ROI?
7. List out the few government policy on training.
8. Point out the four training institute in India.
9. Define Cost benefit analysis.
10. What is GST?

PART B — (5 × 5 = 25 marks)

Answer ALL the questions choosing either (a) or (b).

11. (a) Briefly explain about Professional tax.

Or

- (b) Give a short note on Organizational analysis.

12. (a) Describe about selection procedure of trainers.

Or

- (b) Differentiate between duties and responsibilities of training managers.

13. (a) Briefly explain about key performance parameter.

Or

- (b) Give a short note on CPA.

14. (a) Describe about ice breaking.

Or

- (b) Point out the importance of conducting training programme.

15. (a) Briefly explain about Management Associations.

Or

- (b) Write a short note on task analysis.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain in detail about Design of HRD systems.
 17. Narrate about organizational climate for training and development.
 18. Describe about various development programmes.
 19. Enumerate about current practices in assessing training and development.
 20. Explain in detail about role of trainer in evaluation.
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D-1075

Sub. Code

41924

DISTANCE EDUCATION

P.G. DIPLOMA IN PM & IR EXAMINATION, MAY 2023.

Second Semester

COMPENSATION MANAGEMENT

(CBCS 2018 – 2019 Academic Year Onwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 2 = 20 marks)

Answer ALL the questions

1. Define Rewards.
2. List out the four components of compensation.
3. Point out the process of pay fixation.
4. What is fringe benefits?
5. State the four determinants of incentives.
6. What is service benefit?
7. List out the few legislations regarding compensation.
8. Point out the key provisions of payment of wages act.
9. Define Knowledge workers.
10. What is incentive plans?

PART B — (5 × 5 = 25 marks)

Answer ALL the questions choosing either (a) or (b).

11. (a) Briefly explain about microeconomic factors.

Or

- (b) Give a short note on Trade unionism.

12. (a) Describe about compensation practices.

Or

- (b) Differentiate between direct and indirect incentives.

13. (a) Briefly explain about control of employee cost.

Or

- (b) Give a short note on token of gift.

14. (a) Describe about executive compensation.

Or

- (b) Point out the importance of compensation for knowledge personnel.

15. (a) Briefly explain about payment of bonus act.

Or

- (b) Write a short note on wage theories.

PART C — (3 × 10 = 30 marks)

Answer any THREE questions.

16. Explain in detail about different wage administration rules.
 17. Narrate about principles and procedure of job evaluation programs.
 18. Describe about institutional mechanism for wage determination.
 19. Enumerate about current trends in compensation.
 20. Explain in detail about safety measures for employees.
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