

**Human Resource Management
(DE-1.3, DEC 2005)**

Time: 3 Hrs
Max Marks: 60

Note: Section A is compulsory. Attempt any four questions from Section B and any two from Section C.

Section-A

1. State whether True/False
 - a) Every company must provide rest breaks for its employees as dictated by federal law.
 - b) Federal holidays such as July 4 and Labor day must be given off to all employees of public and private institutions.
 - c) If I invent something or develop some new software on my employer's time, the invention belongs to the employer.
 - d) Exempt employees can be paid overtime although, by doing so, it is possible that they could lose their exemptions.
 - e) A manager who berates an employee in front of others could easily have a complaint filed against him for creating a "hostile work environment".
 - f) An exempt employee is suspended for three days without pay. This is legal under the Fair Labor Standards Act.
 - g) Effective recruitment and retention activities MUST have the support of an organization's Top Management Staff only.
 - h) Experienced Personnel is an intangible asset?
 - i) Human Relations and Industrial relations can be achieved from same Laws and Acts.
 - j) There is no difference between Promotion Merit and Seniority Performance Appraisal.

Section-B

2. What is the need of having Minimum wages Act? Give brief outline of Min. wages Act-1961.
3. What are the various ways by which employee grievances can be addressed?
4. What are the various activities involved in Human resources planning and recruitment?
5. How does HRM provide effective use of human resources in order to enhance organizational performance?
6. What is achieved by Workmen's Gratuity Act 1972? Analyze some pitfalls of the Act.

Section-C

7. What are the various theories of motivation available in Literature? How are they different from actual practices?
8.
 - a) What are the various functions of Human Resources Management?
 - b) Explain the scope and importance of HRM with its relevance to an industry.
9.
 - a) Explain clearly the Contract labor Act 1970
 - b) Why is regular training and development of Employees considered to be a very vital necessity? Explain.