

FACULTY OF MANAGEMENT

**MBA IV – Semester (Old) & M.B.A. VI – Semester (Evening) Examination,
May / June 2019**

Subject: Labour Laws and Employee Relations

**Course No. 4.5.2 / 6.3 (HRM)
Elective – V (Minor – I Area)**

Time: 3 Hours

Max. Marks: 80

Note: Answer all the questions.

**PART – A (10x2 = 20 Marks)
[Short Answer Type]**

1 Write short notes on the following:

- a) Child labour
- b) ILO
- c) Gratuity
- d) ESI
- e) Minimum wage
- f) Bonus
- g) Collective Bargaining
- h) Industrial Employment
- i) Provident Fund
- h) Labour Welfare

**PART – B (5x12 = 60 Marks)
[Essay Answer Type]**

2 a) Enumerate the recommendations of Second National Commissioner on Labour-2002.

OR

b) Write a note on the classification of labour laws.

3 a) Explain the provisions of the ESI Act-1948.

OR

b) What do you understand by Employee Benefits? Give some examples.

4 a) Explain the significance of the Equal Remuneration Act, 1976.

OR

b) Explain the components and discuss the process of determining the wage.

5 a) What are the various problems faced by Trade Unions?

OR

b) How does collective bargaining influence industrial peace? Explain.

6 a) Explain the influence of employee relations in work environment.

OR

b) What are the various types of Industrial Disputes?

FACULTY OF MANAGEMENT

**M.B.A.IV – Semester (OLD) & M.B.A. VI – Semester (Evening) Examination,
May / June 2019**

**Subject: Talent and Knowledge Management
Course No. 4.5.3 / 6.4 (HR)
Elective – VI (Minor – II – Area)**

Time: 3 Hours

Max. Marks: 80

Note: Answer all the questions.

**PART – A (10x2 = 20 Marks)
[Short Answer Type]**

1. Answer the following in not more than 75 words.

- a) Meaning of Talent
- b) Talent Management Grid
- c) Characteristics of Competency
- d) Types of Knowledge
- e) Knowledge Vs Talent
- f) Location of Knowledge
- g) Approaches to Knowledge Management
- h) Knowledge Management Systems
- i) Impact of knowledge on Products
- j) Knowledge Discovery Systems

**PART – B (5x12 = 60 Marks)
[Essay Answer Type]**

Note: Answer all the questions by using internal choice.

- 2 a) What are the institutional strategies for dealing with Talent Management?
OR
b) Explain how to build talent reservoir and write a note on segmentation of talent reservoir?
- 3 a) What are the advantages and disadvantages of Talent Management Information Systems?
OR
b) How to develop strategies of Talent Management Information Systems?
- 4 a) What are the key processes in Knowledge Intensive Firms?
OR
b) What are the various locations of knowledge?
- 5 a) Explain the Approaches to Knowledge Management.
OR
b) What are the mechanisms and systems in Knowledge Management?
- 6 a) What are the factors influencing Knowledge Management?
OR
b) Explain how an organization assesses its performance.
