

**FACULTY OF COMMERCE & BUSINESS MANAGEMENT**  
BBA (Gen) CBCS III-Year (VI-Semester) Regular & Backlog Examinations, June-2023  
**Employee Relations (HR)**

Time: 3 Hours

Max Marks: 80

**SECTION-A**

(5x4=20 Marks)

Answer any Five questions from the following

1. Industrial Relations.
2. Arbitration.
3. Employee Relations.
4. International Labour Organization.
5. Bonus.
6. Collective Bargaining.
7. Trade Union.
8. Need for Wage Legislation.

**SECTION-B**

(5x12=60 Marks)

Answer all the following questions

9. (a) Explain the approaches of Industrial Relations.  
(OR)  
(b) Explain the factors affecting employee stability.
10. (a) What is Industrial Dispute? Explain about the causes of Industrial disputes.  
(OR)  
(b) What is grievance? Explain the grievance redressal procedure.
11. (a) What is management prerogative? Discuss the limitations of management prerogatives.  
(OR)  
(b) Write a note on managing employee relations.
12. (a) Explain the forms of worker's participation in management.  
(OR)  
(b) Discuss the functions of International Labour Organization.
13. (a) Explain the payment of Wages Act, 1936.  
(OR)  
(b) Discuss the salient features of Equal Remuneration Act, 1976.