

Savitribai Phule Pune University
Department of Management Sciences (PUMBA)
Executive MBA
2nd Year (Semester –III) External Exam Nov. 2014

303(C)-HR Administration & Social Security Schemes

Time: 2hrs.

Marks: 50

Attempt any 5 questions.

All questions carry equal marks.

Q1. A highly productive Employee of a Marketing team is dominating the other team members, creating team complains to HR to reprimand the employee on his behavior. The Employee may threaten to leave. Present a grievance redressal system, that you would adopt, focusing on the Counseling process, supported by Reinforcement Schedules.

Q2. Establish a Co-relation between Monetary and Non-monetary Motivation with Employees productivity in the BPO Sector. Draft a letter for the best employee of the year, announcing a cash reward along with the Certificate of Appreciation.

Q3. Mr. Anant, young employee just confirmed in his job. But he realizes that he is bored as the Organization is very different from what he had thought it to be. He says that he would like to leave the job for a better Organization. How would you Counsel the employee?. Write the procedure in detail.

Q.4 An Employee named Mr. Rajan Shinde is found to be threatening and troubling co-workers for money. He has become a potential threat to the office. He has political Connections with the local MP. He is not at all productive. How will you handle the case?.Will you take a disciplinary action?

Q.5. A watchman working as a Contract Employee who was a heart patient died [WHILE ON DUTY] due to heart Failure as a result of the Strain caused upon his heart by a particular work he was doing. What would be the legal responsibilities of the concerned parties? Suggest Suitable Applicability of Labour Laws for the Situation.

Q.6.Short notes;

1.Different type of Expatriate tenure

2.Challenges to Global Human Resource System post liberalization