

University of Pune
Department of Management Sciences
MBA-BT Semester III
Semester End Exam November 2011
309- HR Specialization I

Question Paper: 60marks

Time: 3Hrs

Note---Attempt any two questions from section I and any two questions form section II.
All questions carry equal marks.

Q.1 What is Industrial Relation? Explain the objectives, determinants and scope of industrial relations.

Q.2 Define Collective Bargaining. Explain the characteristics, importance and process of collective bargaining.

Q.3 What is Industrial Dispute? Explain the causes of industrial disputes and machineries to solve industrial disputes under Industrial Disputes Act, 1947.

Section II

Q.4 Calculate the gratuity of following employees

Name of Employee	Number of Years Worked	Last drawn Salary (Basic +D.A) (<i>In Rupees</i>)
Mr. Prabhu	10 years and 8 months	10000
Mr. Rao	7 years and 3 months	10500
Mr.Patil	3 years	5000
Ms. Iyer	9 years and 11 months	12000
Mr.Kadam	20 years and 5 months	25000

Q.5 Calculate the Bonus for the following employees for the last year at the rate of minimum 8.33% and maximum 20%

Name of Employee	Salary (Basic +D.A) (<i>In Rupees</i>)
Mr. Joshi	9200
Mr. Jog	10000
Ms.Jadhav	15000
Mr. Kadam	7500
Mr.Sharma (Worked only for 4 months)	5000

Q.6 Write short notes (**any two**)

- a) Statutory welfare facilities under Factories Act, 1948.
- b) Deductions under Payment of Wages Act, 1936
- c) Salient features of Provident Fund Act.
- d) Procedure for fixing and revising minimum wages.
- e) Salient features of Employees state Insurance Act.