

University of Pune
Department of Management Sciences
MBA-BT Semester III
Mid-Semester Exam October 2011

309- HR Specialization I

Max Marks: 40marks

Time: 2Hrs

Notes: Attempt any two questions from section I and any two questions from section II.
All questions carry equal marks.

Section I

- Q1.** What is Industrial Relation? Explain the objectives and scope of Industrial Relations.
- Q2.** Define collective bargaining. Explain the characteristics and process of collective bargaining.
- Q3.** Explain the machineries to solve Industrial Dispute under Industrial Dispute Act 1947.

Section II

- Q4.** Calculate the gratuity of following employees.
- a) Mr A...worked for 10 years and 2 months and his last drawn salary is Rs 8,500/- (Basic + DA).
 - b) Mr B...worked for 6 years and 6 months and his last drawn salary is Rs 10,000/- (Basic + DA).
 - c) Mr C...worked for 2 years and his last drawn salary is Rs 6,500/- (Basic + DA).
 - d) Mr D...worked for 25 years and his last drawn salary is Rs 15,000/- (Basic + DA).
- Q5.** Calculate Bonus for the following employees for the last accounting year at the rate of minimum 8.33% and maximum 20%.
- a) Mr A...Basic + DA = Rs 9,500/-
 - b) Mr B...Basic + DA = Rs 20,000/-
 - c) Mr C...Basic + DA = Rs 3,000/-
 - d) Mr D...Basic + DA = Rs 5,000/- (worked only for 4 months)
 - e) Mr E...Basic + DA = Rs 10,000/-
- Q6.** Explain the salient features of Employees State Insurance Act.