

KRISHNA KANTA HANDIQUI STATE OPEN UNIVERSITY

PGDHRM 2nd Sem. Examination, 2015

Paper Code: PGDHRM 07

Paper Name: Industrial Welfare

Time: 3 hours Maximum marks: 80

The figures in the margin indicate full marks for the questions

- 1 Answer any five questions from the following 2×5=10
- What is collective bargaining?
 - What is a 'Team'?
 - What is compensatory holiday?
 - Who is an Inspector and who can appoint him?
 - What is meant by an informal group?
 - What is group norm?
 - State any two causes of occupational diseases.
- 2 Answer any three questions from the following 4×3=12
- What are the major activities undertaken by Occupational Health Centres?
 - What is meant by 'Problem solving Team'?
 - What are the factors that determine group cohesiveness?
 - Explain the duties of a certifying surgeon under the provision of the Factories Act, 1948.
 - What do you mean by 'Industrial Health'?
- 3 Answer any three questions from the following 6×3=18
- What are the provisions for health, safety and welfare for workers working in docks/ ports under Dock Workers (Safety, Health and Welfare) Act, 1986?
 - Discuss the various types of formal groups.
 - Mention the Accident cost incurred by the employers.
 - What are the restrictions on the employment of young

- person as per the provisions of Factories Act, 1948?
- e What are the different types of occupational hazards that a worker is exposed to?
- 4 Answer any four questions from the following 10×4=40
- What are the different types of Bargaining activities? Explain the process of collective Bargaining.
 - Discuss in detail the provisions relating to leave under Factories Act, 1948.
 - What are the components of group decision-making. Critically examine the effectiveness of group decision-making.
 - Discuss the provision of the Factories Act, 1948 relating to power of the inspector.
 - What are the different types of benefits (Fringe) provided to employees in an organization in India.
 - XYZ is a newly formed company the company is undertaking a requirement drive. As a HR manager suggest the selection process than you would adopt for selection of office staff of the organization.