

MAY 2006 Paper II - TRADE UNIONISM AND LABOUR WELFARE

Time: Three hours

Maximum: 100 marks

Answer any FIVE questions.

1. Describe Selig Perlman's approach to trade unionism and point out its salient features.
2. Highlight the factors that determine the rate of growth of trade unions in a country.
3. Give an account of the Trade Union Movement in USA.
4. Discuss the origin, growth and present status of employers organization in India.
5. Explain the meaning, importance, principles and scope of Labor Welfare.
6. Examine the contributions of labour legislations towards labour welfare.
7. State the different approaches of social security. Distinguish between social insurance and social assistance.
8. Explain the salient features of Employees Provident Fund Act 1952.
9. Discuss the aims, objectives and functions of ILO.
10. Write notes on: (a) Industrial co-operatives (b) Industrial Accidents.

MAY 2006 Paper III - INDUSTRIAL RELATIONS

Time: Three hours

Maximum: 100 marks

Answer any FIVE questions.

1. "Collective agreements in India cover a very wide field of labour management relations in Industry"
Discuss.
2. Write a note on the right to strike.
3. Explain a model grievance procedure.
4. "Adjudication is not an ideal means of settling industrial disputes" Discuss.
5. Explain the contribution made by the 39th Indian Labour Conference (2003).
6. What are the salient features of the Labour Management Relations Act, 1947 of the U.S.A.?

7. How far the provisions under the constitution of India aid healthy industrial relations?
8. Describe the composition of wage boards in India. How far wage boards serve the interests of workers?
9. Examine the role of the Government in promoting industrial relations.
10. Write short notes on any TWO of the following: (a) Remedies for unfair dismissal under, the Employment Rights Act, 1996 of the U.K. (b) Recognition of Trade Union. (c) Report of the 2nd National Commission on Labour, 2002.

MAY 2006 Paper IV ORGANISATION BEHAVIOUR AND HUMAN RESOURCE MANAGEMENT

Time: Three hours

Maximum: 100 marks

Answer any FIVE questions choosing not less than Two questions from each Part.

PART A

1. Explain how human relations contribute to productivity of industries.
2. Explain the various dimensions of organizational behavior.
3. What are the group dynamics that influence organizational behavior?
4. Communication is the key to human relations - Discuss this statement.
5. Write short notes on any TWO of the following: (a) Human efficiency (b) Motivation (c) Job satisfaction (d) Organizational man (e) Organizational climate.

PART B

6. Discuss the strategies of manpower planning in organizations.
7. Discuss how job evaluation is conducted.
8. Explain the importance of human capital from an organizational point of view.
9. How is social change and modernization affecting human resource management?
10. Write short notes on any TWO of the following: (a) Theories of leadership (b) Training and development (c) Executive behavior (d) Value analysis (e) Modernization management. and human resource

MAY 2006 Paper VI - WAGES AND EMPLOYMENT ADMINISTRATION

Time: Three hours

Maximum: 100 marks

Answer any FIVE questions not choosing not less than Two questions from each Part.

PART A

1. Define Wage. Examine the salient features of minimum Wages Act 1948.
2. Describe wage problems in India.
3. "Though the principle of equal pay for equal work commands general appreciation, it is rather difficult to apply" Discuss. Why?
4. Define job evaluation. Explain the two methods of job evaluation.
5. Discuss the various methods of wage payment and point out the merits and demerits found in each method.

PART B

6. Define manpower planning. What are the steps involved in it?
7. Define Wage Audit. Discuss the areas and roles of wage audit.
8. Examine the role of employment exchanges in India.
9. Describe the Indian code of discipline in industry.
10. Write notes on: (a). Personal Records (b) Bonus Act.

MAY 2006 Paper VII - LABOUR LEGISLATIONS

Time: Three hours

Maximum: 100 marks

Answer any FIVE questions.

1. Examine the effects of International Labour Organization on labour legislations in India.
2. Explain the concepts, continuous service, lay-off retrenchment and closure.
3. Discuss the main features of the Minimum Wages Act 1948.
4. Distinguish between "Set-on" and "Set-off" and explain the relevant provisions of the Bonus Act.

5. Enumerate the provisions of the Workmen's Compensation Act relating to distribution of Compensation.
6. Discuss the powers and duties of the Employees State Insurance Corporation.
7. Describe the various schemes of the Employees Provident Fund Act 1952.
8. Discuss the object and scope of the Maternity Benefit Act 1961.
9. Examine the features of the Payment of Gratuity Act 1972.
10. Examine the Scope and Coverage of the Tamil Nadu Shops and Establishment Act 1947.

MAY 2006 Paper VIII - SOCIAL RESEARCH AND STATISTICS

Time: Three hours

Maximum: 100 marks

Answer any FIVE of the following choosing not less than Two questions from each part.

PART A

1. Specify the methods of Social Research. Explain the qualities of Social Research Investigation.
2. What are secondary data? What are the internal and external sources of data?
3. Discuss the methods of determining sample size.
4. Define Schedule. Give the characteristics of a good schedule.
5. Mention the objectives and types of interviews. Give the guide lines for successful interviewing.

PART B

6. Define and discuss sampling. Distinguish it from census.
7. Explain the types of diagram are used for the representation of statistical data.
8. What is coding? Explain the classification of data.
9. Write notes on: (a) Bibliography (b) Statistical use in Report.
10. Discuss the forms of documentation.

MAY 2006 TRAINING AND DEVELOPMENT

Time: Three hours

Maximum: 100 marks

Answer any FIVE of the following.

1. Examine the training and development scenario in India.
2. What are the various methods of determining training needs?
3. Explain the different phases of execution of a training programme.
4. List the guidelines for drawing an effective training programme.
5. Discuss the factors to be kept in mind while deciding on training techniques.
6. Explain the modern audio-visual aids used. in training.
7. Discuss the importance and use of induction training.
8. Discuss the significance of on-the-job training.
9. Explain the methods of monitoring training programmes.
10. Explain the concept of training evaluation and describe the evaluation system