Elective – II (Minor I Area)

Note: Answer all questions.

PART – A (10x2=20 Marks)

1. Write short notes on the following:
    (a) What is meant by labour administration?
    (b) What are the salient features of ILO?
    (c) What is the concept of Social Security?
    (d) What are the benefits available under the Maternity Benefit Act, 1961?
    (e) Explain briefly the payment of Wages Act,1936.
    (f) State the objectives of wage administration.
    (g) What are the objectives of Trade Union?
    (h) What are the principles of collective bargaining?
    (i) What is the concept of Industrial Relations?
    (j) What are the features of Industrial disputes?

PART – B (5x12=60 Marks)

2.(a) What are the Recommendation of the Second National Commission on Labour 2002?

OR

  (b) What are the salient features of labour policy in India? Explain.

3.(a) What are the key considerations in the design of employee benefits programme? Explain.

OR

  (b) What are the new trends in social security in the wake of structural adjustment?

4.(a) What is understood by National Wage Policy? Does it imply a uniform wage structure or can there be differential wage structure in similar undertakings?

OR

  (b) "The payment of Bonus Act, 1965 is enacted to reduce conflict on account of bonus. But the reverse has happened". Discuss.

5.(a) Why do Trade Unions in India offen fail to achieve their objectives? Suggest measures for the successful functioning of trade unions.

OR

  (b) What are the essential conditions for the successful functioning of collective bargaining ? Explain.

6.(a) What are the three factor of Industrial relations? Explain their roles in Industrial Relations System.

OR

  (b) Explain the effectiveness of preventive and settlement machinery of Industrial conflicts in India.

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Time : 3 Hours | **Max. Marks: 80**

Note: Answer all questions.

PART – A (10x2=20 Marks)

1. Write short notes on the following:
    (a) Talent management
    (b) Competency mapping
    (c) Explicit Knowledge
    (d) Framework of knowledge management
    (e) Knowledge management Infrastructure
    (f) KM strategy
    (g) The three P's in Knowledge Management
    (h) Factors influencing Knowledge management
    (i) Knowledge
    (j) Talent management Information System

PART – B (5x12=60 Marks)

2.(a) Describe the Talent Management Grid.
                    OR
  (b) Explain the process of designing and building a Talent Reservoir.

3.(a) Define Competency. Write about various characteristics of Competency.
                    OR
  (b) Describe the process of developing a Talent Management information strategy.

4.(a) Explain Knowledge Management practices of Infosys Technologies Limited.
                    OR
  (b) Discuss the features of Knowledge intensive firms.

5.(a) Discuss in detail Knowledge Management Framework of Hanse-Earls Seven
      schools of Knowledge Management.
                    OR
  (b) Explain Knowledge management Infrastructure with reference to any
      organization.

6.(a) Discuss the people-related problems in implementing KM strategy.
                    OR
  (b) What is organizational knowledge ? Explain the various practices of an
      organization to assess knowledge management.

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