

[A-5]

**SARDAR PATEL UNIVERSITY****BBA (ITM) SEMESTER VI****SATURDAY 2<sup>nd</sup> APRIL 2016****TIME: 10:30A.M TO 12:30P.M****UM06EBBI05 PRACTICES OF HUMAN RESOURCE MANAGEMENT****MARKS: 60****NOTE: Figures to the right indicate marks.**

- Q.1** Define the terms promotion, demotion and transfer & explain at length the promotion procedure. **[15]**
- OR**
- Q1** Write notes on: **[15]**
- Causes of demotion
  - Transfer procedure
- Q.2** Elucidate the terms rewards and incentives with its types and objectives. **[15]**
- OR**
- Q.2 [A]** Enlighten briefly the influencing factors of compensation. **[08]**
- [B]** "Accidents are usually the result of a combination of factors, each one of which may vary from situation to situation." Clarify the statement in context of causes & remedies for industrial accidents of accidents. **[07]**
- Q.3** Give explanation of all the modern techniques of performance appraisal. **[15]**
- OR**
- Q.3 [A]** Write a detailed note on Graphic Rating Scale. **[08]**
- [B]** Explicate briefly problems of appraisal. **[07]**
- Q.4** Discuss the causes and machinery to resolve industrial disputes in detail. **[15]**
- OR**
- Q.4 [A]** Write a descriptive note on Trade Unions. **[08]**
- [B]** Define IR and explain how to create good & healthy industrial relations? **[07]**

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