



DHH-010-001509

Seat No. _____

B. B. A. (Sem. V) (CBCS) Examination

May / June - 2015

Advance Human Resource Management

Faculty Code : 010

Subject Code : 001509

Time : $2\frac{1}{2}$ Hours]

[Total Marks : 70

1 Multiple Choice Questions: **20**

- (1) Which of the following is called as extra mural employee welfare activities?
 - (a) Recreation center
 - (b) pure drinking water
 - (c) canteen
 - (d) performance incentives
- (2) _____ facilities have no direct relationship with job or performance and these are available to all employees.
 - (a) incentives
 - (b) safety
 - (c) training
 - (d) welfare
- (3) "Employee welfare facilities are fixed expenditure which is to be incurred irrespective of performance or productivity" this is _____ statement
 - (a) mandatory
 - (b) incorrect
 - (c) correct
 - (d) technical
- (4) The biggest limitation of welfare facilities is the benefits of the same can not be _____
 - (a) measurable
 - (b) rewarded
 - (c) received
 - (d) derived
- (5) Sick leave, paid holidays are kind of _____ benefits.
 - (a) special
 - (b) incentives
 - (c) promotion
 - (d) fringe

- (6) Which of the following is concerned with employee health and safety _____.
- (a) SHOM (b) OSHA
(c) ILO (d) WHS
- (7) The organisation has to follow provisions of _____ act regarding safety management.
- (a) factory (b) industrial dispute
(c) accident (d) minimum wage
- (8) Which of the following company had workplace violence at its MANESAR plant?
- (a) Godrej (b) Maruti - Suzuki
(c) Honda. (d) General motors
- (9) Which of the following is a behavioural outcome of work stress?
- (a) indecision (b) insomnia
(c) lack of focus (d) All of the above
- (10) Which of the following helps in reducing level of work stress in the organisation ?
- (a) role ambiguity
(b) nature and risk of job
(c) informal work culture
(d) lack of communication.
- (11) The HR policy of maintaining equity and avoiding discrimination among employees helps to improve self esteem of the employees suffering from _____.
- (a) stress (b) blood pressure
(c) AIDS (d) Alcoholism
- (12) The positive and stimulating stress is termed as _____
- (a) Productivity (b) positive attitude
(c) de stress (d) eu stress

- (13) Which of the following is most effective method to manage and control level of stress in life?
- (a) Time management (b) flexi hour system
(c) reducing burden (d) deligation
- (14) Which of the following is not a fringe benefit?
- (a) pension (b) bonus
(c) medical leave (d) paid holidays
- (15) Factory act _____ is established by government to provide guidelines to maintain industrial health and safety.
- (a) 1947 (b) 1948
(c) 1956 (d) 1954
- (16) Safety management is a responsibility of _____
- (a) employees (b) safety officer
(c) employer (d) all of the above
- (17) According to the study, various accidents takplace due to lack of _____ awareness and training.
- (a) employer (b) supervisor
(c) workers (d) none of them.
- (18) _____ helps in reducing .industrial fatigue, pollution and stress.
- (a) safety (b) noise control
(c) fencing of machineries (d) clean floors
- (19) Alcoholism and drug abuse among employees can be reduced and traced effectively by _____.
- (a) medical counselling
(b) regular check up
(c) performance and behavioural records
(d) all of the above
- (20) Initial employee screening, maintaining behavioural records and regularly monitoring aggression of employ-ees help in reducing _____.
- (a) workplace violence (b) alcoholism
(c) AIDS (d) poor performers

2 Explain employee welfare. Discuss intra-mural and extra mural welfare activities. 10

OR

2 Discuss merits and Demerits of employee welfare measures.

3 Discuss causes of industrial accidents as well as various types of industrial accidents. 10

OR

3 Comprehensive safety programmes and training are inevitable part of HR policies of the organisations"---discuss.

4 Explain the terms physical and mental health. Discuss measures and provisions for employee health management in the organisation. 10

OR

4 "Workplace violence is dangerous for maintaining industrial peace and harmony" discuss the statement highlighting impact of work place violence in the organisation.

5 What do you mean by stress? Explain causes of stress and briefly highlight outcome of stress. 10

OR

5 Discuss various methods and techniques for managing stress at individual and organisational level.

6 What do you mean by fringe benefits ? Explain its characteristics and objectives. 10

OR

6 "Fringe benefits covers wide range of benefits for employees"- Discuss and explain various fringe benefits.