



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) Alchoholism

(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) delegation

(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 take place 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 employees 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.