Answer any 7 questions.  
1. Write your comments on the sacking of employees by many IT industries recently from a HR perspective.
2. What is Job Analysis? State its objectives.
3. Briefly explain the following selection methods:
   a. Assessment Center  
   b. In-Basket  
   c. Work Simulations.
4. Discuss the problems in performance appraisal. How can performance appraisals be made more effective?
5. Explain the importance of performance appraisal in human resources management.
6. What according to you are the emerging issues in training especially in the medium size organizations?
7. Discuss the essentials of a good disciplinary system?
8. Define ‘Trade union’. What are its objectives and functions?
9. Write a brief note on compensation and salary administration
10. What do you mean by fringe benefits? What are the objectives of fringe benefits?

Answer any 3 questions. 
11. State the provisions relating to the Wages of worker who works for less than normal working day as per the Minimum Wages Act.
12. What is an interview? Explain its validity and reliability. What are the different types of employment interviews
13. ‘Management by objectives is not a technique of performance appraisal, but it denotes a systematic process of performance appraisal”. Explain critically.
14. What are the problems in career planning and development? Suggest the measures for effective career planning and development.
15. State the provisions relating to the ‘minimum time rate wages for piece work’ as per the Minimum Wages Act.
16. ALFA Company had a negotiated wage payment agreement for 10 years. Due to mechanisation of the industry, the workers have become apprehensive this year that there will be retrenchments and layoffs. The workers unions prepared a proposal which included a request for work spreading and guaranteed wages. The union asks for a clause that will reduce weekly hours from 48 to 40 whenever it becomes necessary to layoff more than 20% of the regular workforce. During the period in which 40 hour week is maintained, employees would be paid for 44 hours, thus, splitting the wage loss. Only employees who are retained in such periods would receive this wage, but those laid off would receive unemployment insurance plus negotiated supplemental unemployment benefits already provided in the industry.

In the past years, relationship between management and union had been friendly. Negotiations in the past had always resulted in compromises. But this demand appears likely to result in an impasse. Union spokesmen insist that the matter has been thoroughly discussed with members who are willing to strike if necessary. Managers say that the demand is, unrealistic and economically impossible. Both parties have calculated what would have cost to implement the provision during the past 10 years. The union says it would have added little or nothing to unit labour costs, the firm insists that it would have increased costs as much as 5% in three of the 10 years.

Questions

1. If you were the HR manager, how would you solve this problem?
2. Try your hand at preparing a brief for each of the parties to be used in negotiations.
3. What alternative can you "suggest for solving" the problem of the workers?