

8. Analyse Herzberg's Two-Factor Theory of motivation. Discuss how managers in MSMEs can use motivators and hygiene factors to improve employee satisfaction and productivity.

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 613

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Unique Paper Code : 6132393501

Name of the Paper : Human Resource
Management in MSMEs

Name of the Course : **B.A. (VS) Small and Medium
Enterprises**

Semester : V (NEP)

Duration : 3 Hours

Maximum Marks : 90

Instructions for Candidates

1. Write your Roll. No. on the top immediately on receipt of this question paper.
2. Answer **any five** questions.
3. Each questions carry **equal** marks.

1. Define wage and salary administration. Why is it particularly important in MSMES? Discuss the role of government regulations in wage and salary administration within MSMES.

2. Define "bonus" as per the Payment of Bonus Act, 1965. Discuss the objectives of the Payment of Bonus Act, 1965. Explain in detail the process of calculating bonus under the Payment of Bonus Act, including the concepts of "available surplus" and "allocable surplus." Provide examples to illustrate the calculation.
3. Describe the stages involved in the executive development process. What are the major challenges organizations face in implementing executive development programs? Suggest strategies to overcome these challenges effectively.
4. Discuss the health, safety, and welfare provisions for workers under the Factories Act, 1948. How does

- this Act contribute to the well-being of industrial workers in MSMEs?
5. "Industrial relations in MSMEs are as old as industry itself." Discuss this statement and bring out clearly the nature and scope and importance of industrial relations in context of present industrial set up in India.
 6. Define "standing orders" as per the Industrial Employment (Standing Orders) Act, 1946. Discuss its objectives. Explain in detail the certification process of standing orders under the Act. Include the role of the Certifying Officer and the appeal process.
 7. Differentiate between training & development. Explain how technology has transformed training and development in organizations. Discuss the benefits and challenges of e-learning and virtual training methods.