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8. Write short notes on any **three** of the following :

- (a) Eligibility and disqualification from payment of bonus.
- (b) In-basket exercise.
- (c) Job descriptions and job specifications.
- (d) Job enrichment and job enlargement.

(300)

[This question paper contains 4 printed pages.]

Your Roll No.....

Sr. No. of Question Paper : 7606

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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. Attempt any **five** questions.
3. **Each** question carries equal marks.

1. Describe the process of fixing minimum wages under the Minimum Wages Act, 1948 in MSMEs. What are the challenges faced in implementing minimum wages across various industries?

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2. Describe the mechanisms available for the resolution of industrial disputes in MSMEs under the Industrial Disputes Act, 1947. Discuss the roles of conciliation, arbitration, and adjudication.
3. "The importance of training & development in MSMEs has increased tremendously in the present era of globalisation and liberalisation". Discuss and briefly explain the key steps in designing a training program in MSMEs.
4. "The logical approach to staffing begins with a careful assessment and planning of current and prospective requirements of human resources". In the light of this statement briefly explain the stages and importance of human resource planning.

5. Imagine a company has been struggling with leadership gaps, as executives are often unprepared for higher-level roles. Design an executive development program for this company, outlining the specific methods and strategies you would use to prepare executives for future roles.
6. A manufacturing company with 200 employees is facing labour unrest due to unpaid bonuses. The workers have called for a strike, while the management has decided to declare a lockout in response. Analyse this situation as per the Industrial Disputes Act, discussing the legality of the strike and lockout, the role of government intervention, and possible resolutions.
7. Analyse the role of trade unions in industrial relations. How can trade unions both prevent and cause disputes? Discuss the balance between advocating for workers' rights and maintaining harmonious industrial relations.