

[6033]-507

T.Y.B.B.A.

505 C: Cross-Cultural HR & Industrial Relations

(2019 Pattern) (Semester - V)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) A Fill in the blank with the most appropriate alternative (any Five) [5]

- 1) A culture is usually recognised to be
 - a) Fixed
 - b) Stable
 - c) Evolving
 - d) Stagnant
- 2) Which of the following is not a type of extrinsic reward?
 - a) Profit Sharing
 - b) Gain Sharing
 - c) Employment Security
 - d) Quality based promotion
- 3)approach views organisation as a family of pleasant and united system.
 - a) Unitary
 - b) Pluralism
 - c) Human Relation
 - d) None of above
- 4) Means the temporary closing of a place of employment or suspension of work or refusal by the employer to continue to employ any number of person employed by him.
 - a) Strikes
 - b) Lockout
 - c) Retrenchment
 - d) Resolution

P.T.O.

- 5) Which of the following is the authority under Industrial Dispute Act?
- a) Works Committee b) Board of Conciliation
c) Labour Court d) All of above
- 6) As per section 9, a woman is entitled for ____ weeks leave in case of miscarriage.
- a) 6 b) 9
c) 1 d) 12

Q1) B Match the pairs

[5]

Sr No.	SET A		SET B
1)	Entails the export of the policies & practices of the home country of organization to International Locations	A	Safety Provision Under Factory Act, 1948
2)	Foster improved culture in the organization	B	Welfare Provision Under Factory Act, 1948
3)	Cleanliness	C	Ethnocentric
4)	First - Aid Appliances	D	Ethical Code
5)	Casing of New Machinery	E	Health Provision Under Factory Act, 1948

Q2) Answer the following (any 3).

[30]

- 1) What are the six dimensions of National Culture by Prof. Geert Hofstede?
- 2) Describe conflict across culture. Discuss its types.
- 3) Discuss the Authorities under Industrial Dispute Act, 1947
- 4) Discuss the approaches to IR.

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Q3) Write short notes on (any 2)

[10]

- 1) Retrenchment
- 2) Multi-Cultural Teams
- 3) Measures for improving Industrial Relations.
- 4) Skills of Global Manager



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