

Total No. of Questions : 4]

SEAT No. :

PB-1439

[Total No. of Pages : 2

[6225]-507

T.Y. B.B.A.

**C - 505 : Cross Cultural HR & Industrial Relations
(2019 Pattern) (CBCS) (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 blanks with the most appropriate alternative :

[5]

- i) The perceived gap between the top and the bottom of the organization's hierarchy _____.
 - a) Masculinity vs. Femininity
 - b) Uncertainty avoidance
 - b) Power distance
 - d) Individualism vs. collectivism
- ii) An organization must develop _____ training programmes creating conditions for development of a common organizational culture and climate.
 - a) Diverse
 - b) Cross cultural
 - c) Leadership
 - d) Technical
- iii) What is Culture?
 - a) A persons' ethnicity
 - b) A persons' religion
 - c) What is normal for a particular group of people
 - d) The rules and regulations of a country

P.T.O.

- iv) Section 19 of Factories Act discusses about the _____.
 a) Drinking Water b) Lighting
 c) Latrines and Urinals d) Artificial Humidification
- v) As per Maternity Benefits Act 2017, the woman will be allowed _____ visits to the crèche in a day.
 a) One b) Two
 c) Three d) Four

b) Match the pairs :

[5]

Sl.No.	SET A		SET B
i)	Both Management and Workers see each other's as less reliable	a)	Factories Act, 1948
ii)	Overcrowding.	b)	Section 19
iii)	Certifying Surgeon.	c)	Psychological Approach
iv)	Latrines and urinals.	d)	Section 16
v)	Industrial Peace Law.	e)	Industrial Disputes Act, 1947

Q2) Answer the following (any ONE).

[10]

- a) Describe conflict across culture. Discuss its types.
 b) What is negotiating across culture? Explain it in detail.

Q3) Answer the following (any ONE).

[10]

- a) Explain Grievance Redressal machinery under Industrial Disputes Act, 1947.
 b) Explain provisions regarding working hours of adults.

Q4) Write short notes (any 4).

[20]

- a) Cross Cultural Human Resource Management.
 b) Lay Off.
 c) Skills of Global Manager.
 d) Retrenchment.
 e) Multicultural Team.
 f) Application of Maternity act

