Total No. of Questions : 5]

PD-2885

SEAT No. :

[Total No. of Pages : 2

[6431] - 103
M.B.A.
HUMAN RESOURCE DEVELOPMENT
EHR 503 MJ GC-03: Economics for Human Resource Management
(2024 Pattern) (Semester - I)

Time : 2½ Hours] *[Max. Marks : 50*

Instructions to the candidates:

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

Q1) Write answers in short. (Solve any 5 out of 8) 2 Marks to each question: [10]

a) Define the term “labour force” and discuss its relationship to labour supply.

b) How do wage boards help in ensuring fair wages in the market?

c) Explain the concept of wage standardization and its importance in reducing wage inequalities.

d) What are retirement and voluntary retirement schemes? How do they affect individual labour supply?

e) Describe the impact of labour market policies on employment generation.

f) Discuss the role of employee on boarding in reducing turnover rates.

g) What is the significance of elasticity in the supply of labour?

h) What are the challenges of employee discrimination in terms of gender and region?

P.T.O.

Q2) Solve any two out of the three questions (05 Marks Each) : [10]

a) How do compensation plans differ across industries and firms? Explain with examples.

b) What are the types of employee benefits typically provided in large organisations? Discuss their advantages.

c) Discuss how companies can design effective incentives and compensation plans to attract and retain top talent.

Q3) Solve any one : [10]

a) Discuss the role of pay commissions in setting the wage structure in India. How do these commissions impact government and private sector wages?

b) Explain how compensation management can be used as a strategy to improve employee retention in multinational organisations.

Q4) Solve any one : [10]

a) What is wage discrimination? How do organisations address issues of wage discrimination based on sex, skills, and occupation?

b) Discuss the concept of gain-sharing incentive plans and how they differ from profit-sharing schemes.

Q5) Solve any one : [10]

a) Discuss the key factors that lead to labour mobility and migration. How have these trends changed post-1991?

b) What are the key legal measures that prevent discrimination in the workplace? How effective are these measures in improving the work environment?