

OCT/NOV-2022

Total No. of Questions : 5]

SEAT No. :

PA-3671

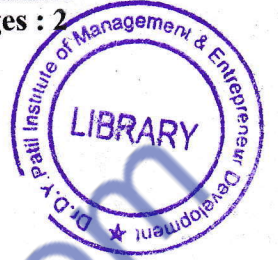
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M.B.A.-II

SC-HRM-04 : OPERATION

(2019 Pattern) (Semester-III) (305 HR)



Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Draw neat labeled diagram wherever necessary.
- 2) Figure to the right indicate full mark.
- 3) All questions are compulsory.

**Q1) Solve any five** **[10]**

- a) Explain structure of personnel department. **[2]**
- b) Explain importance of maintenance of personnel files & records. **[2]**
- c) Define gratuity & explain eligibility minimum service condition for gratuity.
- d) Explain personnel policy & its types **[2]**
- e) Elaborate theory of notional extension. **[2]**
- f) What is maximum & minimum bonus. **[2]**
- g) Explain permanent, partial & total disablement arising out of & in course of employment. **[2]**
- h) Explain deductions from salaries. **[2]**

**Q2) Solve any two** **[10]**

- a) How the compensation calculation is done in case of death & disability. **[5]**
- b) How the gratuity is calculated in case of retirement & resignation. **[5]**
- c) Explain reinstatement in service. **[5]**

P.T.O.

Q3) Solve any one:

[10]

a) Explain all the 6 benefits under the employee's state insurance act 1948.

OR

b) Explain Bonus, applicability, eligibility set on & set-off & disqualification of bonus under the payment of Bonus Act 1965.

Q4) Solve any one:

[10]

a) Explain Human resource administration. State its objectives & nature & scope.

OR

b) Define personnel policy. Explain the importance and process of drafting personnel policy.

Q5) Solve any one:

[10]

a) Calculate gratuity total No. of years of service=15 years.

Basic + D.A. = Rs. 35,000/pm.

OR

b) Calculate minimum & maximum bonus Basic+D.A.=Rs.30,000/- p.a.

