



13.a) What are the key factors influencing wages and salary administration?

(OR)

b) Explain the importance of Trade Unions in Industrial Relations.

14. a) What are the different types of Discipline in an organization?

(OR)

b) What are the different methods of dispute resolution under the Industrial Disputes Act, 1947?

15.a) Explain the key provisions of the Factories Act, 1948.

(OR)

b) Define Job Description and explain its key components.

**SECTION – C**

**(5 X 8 = 40 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K4 (Or) K5)**

16. a) Define Personnel Management and explain its nature, scope, and objectives.

(OR)

b) Explain the significance of Job Analysis in an organization.

17.a) Explain the different methods of job evaluation.

(OR)

b) Explain the various types of retirement benefits given to employees.

18. a) Explain the different types of Collective Bargaining and their importance.

(OR)

b) Discuss the types of Incentive Systems used in organizations.

19. a) Discuss the importance of Succession Planning and Fast-Tracking in an organization.

(OR)

b) Discuss the role and functions of the Employees' State Insurance Corporation (ESIC) under the ESI Act, 1948.

20. a) Explain the health, safety, and welfare provisions of the Factories Act, 1948.

(OR)

b) Explain the different methods of Training and Development.

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| <b>ETHICAL PAPER</b> |
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