

28 FEB 2023

National Law University, Jodhpur

Mid Term Examination, 2023

Human Resources Management

II Semester (UG)

Time 90 Minutes

Marks 50

Instructions to the Students

- 1) *Attempt all questions*
- 2) *Students shall follow the examination protocol.*

1. What type of problems do contract workers face when they form a 'trade union' especially in car manufacturing factories in Haryana? What are the demands of contract workers? What measures can HR Managers take to mitigate their problems?

(15 Marks)

2. AMS is an IT company in Bangalore since 2005. The Management had appointed 1000 engineers (trainees) on 'one year' contract in the month of June 2022. During the course of contract period the trainees would receive a stipend of Rs 50,000 per month and performance based bonuses depending upon their individual and group performance outcomes. The HR Team and Head of Departments found that due to worldwide recession, they cannot maintain the newly recruited workforce. The HR team has decided to take a firm action and terminate all the newly recruited trainees by providing them 24 hours notice on 27th February, 2023. Critically evaluate this situation and suggest appropriate measures if any to the HR Managers.

(15 Marks)

3. Write short notes on the following:

- a) Employee Referral Program
- b) Critical analysis of campus recruitment.

(10+10=20 Marks)



NATIONAL LAW UNIVERSITY, JODHPUR

End Term Examination – May 2023

Semester: UG – II

Subject: Human Resources Management

Time: 3 Hours

Marks: 100

Instructions to the students:

- 1) *This question paper contains six questions.*
- 2) *Answer any FIVE questions.*
- 3) *All questions carry equal marks.*
- 4) *The students are required to follow the examination protocol.*

Questions to Answer:

Q1 Read the case and answer the question:-

NTPC is a public sector enterprise and it has one of its factory in Peddapalli, Telangana. On 22nd April, 2023, around 400 contract workers resorted to flash strike demanding permanent absorption in the workplace. The HR Managers in the NTPC management termed contract labour union strike as illegal. Further, they released a statement to media and said that contract workers resorted to flash strike at gate No 2 of the plant and alleged non-implementation of their demands which were agreed as per the agreement between the contract workers and their contractors. The agitation intensified as they tried to make an unauthorized entry into the plant but were stopped by the CISF. Some miscreants from the workers side started heavy stone pelting on CISF personnel. The HR Managers stated that such strike is illegal as NTPC is a power generating and public utility company and comes under Essential Services Maintenance Act (ESMA).

(Source: <https://telanganatoday.com>)

Analyze whether the HR Manager has taken the right decision and what would be impact on contract workers.

20 Marks

Q2. MNGC is public Sector Undertaking located in Delhi. The management is proposing to conduct campus recruitment in premium institutions of Technology and Management in India. As an HR Manager, you are aware that Recruitment Rules of MNGC does not specify campus recruitment as a method of recruitment. You are required to advice the top level management in this regard.

20 Marks

Q3. Explain under what circumstances deemed retrenchment can be considered. Give an example to substantiate your answer.

20 Marks

15
Q4. Write a descriptive note on collective bargaining process.

20 Marks

Q5. Why is manpower plan considered as an important HR function? Explain.

20 Marks

Q6. Write short note on the following:

a) Mass Sick Leave amounting to strike

b) Voluntary arbitration as a resolve to settle a labour dispute with management.

10+10=20 Marks