

Reg. No.....

L 5089

Name.....

FIRST SEMESTER M.A. DEGREE EXAMINATION, JANUARY 2003

Personnel Management

Paper II—INDUSTRIAL SOCIAL WORK AND LABOUR WELFARE

Time : Three Hours

Maximum : 75 Marks

Part I

*Answer any five questions.
All questions carry equal marks.
Answers should not exceed 300 words.*

1. Mention the scope and relevance of Industrial Social Work in India.
2. What is sexual harassment ? As an HR manager how do you handle the problem ?
3. Differentiate between directive and non-directive counselling. Give suitable examples.
4. List out the essential skills to be possessed by an effective counsellor. What is post appraisal counselling ?
5. What are mutual welfare measures ? What is the role of trade unions in labour welfare in the changed business scenario ?
6. Explain the concept of accident proneness. How can such an employee be dealt with ?
7. Mention some of the statutory working conditions to be provided in a plant. Explain the role of personnel department in providing better conditions of work.
8. Briefly describe the emerging trends in labour welfare in India.

(5 × 6 = 30 marks)

Part II

*Answer any three questions.
All questions carry equal marks.
Answers should not exceed 1200 words.*

9. Bring out the features of community welfare projects. How do you ensure people participation in such programs ?
10. What is Industrial Counselling ? As a counsellor, how do you tackle the problem of chronic absenteeism and substance abuse among workers in manufacturing industry ?
11. Should labour welfare be made a statutory obligation on the part of the management or should it form part of the social and ethical responsibility of the employer ? Discuss.
12. Describe the extent of industrial pollution in Kerala and suggest remedial measures.
13. What are the privileges provided by the Kerala Factories (Welfare Officers) Rules to the welfare officers ? Critically analyse the changing role of welfare officers in industries in the present context.

(3 × 15 = 45 marks)