

Programme: MBA  
 Course: Employee Relation  
 Course Code:11.672.6  
 Enrolment no. \_\_\_\_\_

 Full Marks: 70  
 Time: 3 Hrs.

Q.No.	Questions	CO	Bloom Taxonomy Category	Marks
<b>Section I</b>				
1	<b>Short Answer type questions.</b>			<b>4 x 5 = 20</b>
a	Describe the role of communication in ERM.	CO1	Understand	
	or			
b	Describe the importance of ERM.	CO1	Understand	
	or			
c	Define collective bargaining and its significance.	CO2	Remember	
	or			
d	Define trade union and its objectives.	CO2	Remember	
	or			
e	Explain the benefits of implementing HRIS.	CO3	Understand	
	or			
f	Define HRIS and discuss its purpose.	CO3	Remember	
	or			
g	Define organizational justice and its importance.	CO5	Remember	
	or			
	List the laws relevant to employee relations.	CO5	Remember	
<b>Section II</b>				
	<b>Long Answer type questions.</b>			<b>3 x 10 = 30</b>
2	Analyze the impact of ERM on organizational performance.	CO1	Analyze	
	or			
3	Evaluate the impact of globalization on trade unions.	CO1	Evaluate	
	or			
4	Evaluate the effectiveness of collective bargaining.	CO2	Evaluate	
	or			
5	Analyze the impact of trade unions on labor relations.	CO2	Analyze	
	or			
6	Analyze the impact of HRIS on HR professionals' roles.	CO4	Analyze	
	or			
	Analyze the impact of employee relations laws on organizational performance.	CO4	Analyze	
<b>Section III</b>				
	<b>Application based questions</b>			<b>1 x 20 = 20</b>
5	Evaluate the effectiveness of organizational discipline in improving employee behavior.	CO3	Evaluate	
	or			
	Design a program for promoting organizational discipline and accountability.	CO3	Create	

**Course Outcomes**

CO 1: Understand the basic concepts of Employee relations, its importance and its core issues

CO 2: Develop knowledge on trade unions and its formation, structure, functions and legal framework

CO 3: Gain insight into the implication of Human Resource Information System and its applications in organization.

CO 4: Summarize the important provisions of Wage Legislations, Social Security Legislations, Legislation related to Organizational Conflict etc.

CO 5: Understand the different contemporary issues in Employee Relations.