



- 3 (a) Explain the meaning of compensation and discuss various factors affecting the employee compensation in corporate world. 10
- (b) Discuss various types of incentive systems. 10

**OR**

- 3 a) Describe the various methods for achieving employee participation. Suggest a suitable method for application to Indian conditions. 10
- b) Explain the need for and ways of ensuring employees health. 10

- 4 a) What is the meaning of 'TRADE UNION'? Discuss the reasons, due to which employees join unions. 10
- b) What is grievance procedure? Explain its merits and demerits. 10

**OR**

- 4 a) Explain various aspects of industrial discipline. Discuss principles of industrial discipline. 10
- b) Do you think participative management is not successful in our country? Explain with suitable examples. 10

- 5 Write short notes on any **two** of the following : 10+10=20
- a) Importance of training and development
- b) Methods of job evaluation
- c) Obstacles that restricts the growth of collective bargaining in India.
- d) Advantages and limitation of incentives.