**MASTER OF BUSINESS ADMINISTRATION (MBA)**

**DHRM303– EMPLOYEE RELATIONS MANAGEMENT**

**Assignment Set – 1**

**1. What is ERM? Explain the New challenges for ERM in the modern workplace.**

**Ana: ERM** is a process that develops and maintains employee relations, ensures employee satisfaction, increases productivity and improves employee morale. ERM enables employees to do their job in an efficient manner and achieve both corporate and personal goals.

**New challenges for ERM in the**

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whatsapp no 8791490301.

**2. What do you mean by Employee Engagement? Explain the factors affecting Employee Engagement in detail.**

**Ans: Employee engagement** Mike Johnson describes employee engagement as a combination of commitment and organisational citizenship2. Organisations can be successful only if the employees have a feeling of job security, respect, recognition and purpose. Organisations that have good employee relations value teamwork and employee feedback. Engaged employees are more committed,

**3. Write short notes on the following:**

**a) Common Disciplinary Procedures**

**Ans:** Common disciplinary procedures Different organisations follow different disciplinary procedures. The disciplinary procedure followed in many organisations usually has the following steps:

**1. Issuing a letter of charge:** The

**Assignment Set – 2**

**4. What do you mean by employee rewards? Explain the need of employee rewards in detail.**

**Ans:** An employee reward system consists of an organisation’s integrated policies, processes, and practices for rewarding its employees. This is done in accordance with their contribution, skill, competence, and their market worth. It is developed within the framework of the organisation’s reward philosophy, strategies, and policies. It contains arrangements in the form of processes, practices, structures, and procedures. These arrangements will provide and maintain appropriate types and levels

**5. Write short notes on the following:**

**a) Employee Wellness Plan**

**Ans:** Employee wellness focuses on human resource management to reduce health problems. These health problems are caused by improper lifestyle choices such as smoking, obesity and lack of exercise.

**6. What do you mean by Trade Union? Explain the reasons for joining Trade Union.**

**Ans: Trade Union:** They promote and protect employee interests. Trade unions help in making decisions by following the process of collective bargaining and negotiations with the management. Good trade unions improve communication between the management and the employees. They also help in