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| **SESSION** | **Aug/sept 2022** |
| **PROGRAM** | **Master of business administration (MBA)** |
| **SEMESTER** | **III** |
| **course CODE & NAME** | **DHRM303– Employee Relations MANAGEMENT** |
| **CREDITS** | **4** |

**Assignment Set – 1st**

**1. Write short note on the following:**

**A). Charles Hendy’s Organisational Culture**

**Ans: Charles Hendy’s classification: Charles Handy (1972) classified organisational culture as follows:**

**• Power culture:** Power lies in the hands of a few people. Few rules and a little bureaucracy are present, but decisions are quickly taken.

**• Role culture:** A Its Half solved only

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**2. Explain any five leadership styles in detail.**

**Ans: Leadership Styles** Leadership style refers to the manner in which the leader functions and is a result of the philosophy, personality and experience of the leader.

**The different leadership styles are as follows:**

**• Autocratic:** In this style of leadership, the leader always makes the final decisions. Employees are closely supervised. Employee interest has to give way to organisational i

**3. What do you mean by organisational discipline? Explain any two type of organisational discipline in detail.**

**Ans: Organisational Discipline** W. R. Spriegel and Edward Sohelge define discipline as ‘the force that prompts an individual or groups to observe rules, regulations, and procedures that are deemed necessary to the attainment of an

**Assignment Set – 2nd**

**4. What do you mean by organisational justice? Explain the different types of organisational justice in detail.**

**Ans: Organisational justice** is the main factor behind citizenship behaviour and its related outcomes are satisfaction and commitment towards work. It also focuses on employee equality in outcomes such as payment and the procedures to determine those outcomes. Organisational

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

**a) Minimum Wages Act**

**Ans: Minimum Wages Act, 1948** The Minimum Wages Act of 1948 fixes minimum rates of wages in certain employments. The minimum rates of wages also include special allowance (variable dearness allowance), which is linked to the Consumer Price Index number. The special allowance is revised twice a year. This Act extends to the whole of India. The minimum wages are reviewed

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

**Ans: According to CITU president M K Pandhe,** "A union for IT workers is the urgent need of the hour. I would call the IT professionals 'the labourers of the information age.' They toil long hours; they work at night; and some of them still get meagre salaries. So, a labour union for them would help fight for their rights