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| **SESSION** | **DECEMBER 2023** |
| **PROGRAM** | **MASTER OF BUSINESS ADMINISTRATION (MBA)** |
| **SEMESTER** | **III** |
| **COURSE CODE & NAME** | **DHRM303– EMPLOYEE RELATIONS MANAGEMENT** |
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**Assignment Set – 1**

**1. What is ERM? Explain the New challenges for ERM in the modern workplace 5+5**

**Ans 1.**

**Understanding Enterprise Risk Management (ERM)**

Enterprise Risk Management (ERM) is a comprehensive, systematic approach used by organizations to identify, assess, manage, and monitor risks across all aspects of their operations. The core idea behind ERM is to establish a holistic understanding of the risks that an organization faces, considering the interrelationships and the impact of these risks on the organization's strategic objectives.

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**2. What do you mean by Employee Engagement? Explain the factors affecting Employee Engagement in detail. 5+5**

**Ans 2.**

**Understanding Employee Engagement**

Employee engagement refers to the level of an employee's commitment and connection to their organization. It is a multifaceted concept, often characterized by an employee's enthusiasm and dedication to their work and the company's goals. Engaged employees typically exhibit a high level of passion for their roles, leading to increased productivity, better work quality, and a positive impact on the overall organizational atmosphere. The essence of employee engagement lies in its reciprocal nature; it's not just about what the employee can do for the

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

**a. Common Disciplinary Procedures**

**Ans 3.**

**a. Common Disciplinary Procedures:**

Common disciplinary procedures are essential in organizations to maintain order, productivity, and a harmonious work environment. These procedures are typically designed to address employee misconduct or performance issues. They serve as a set of guidelines that help organizations handle disciplinary matters consistently and fairly.

One common

**Assignment Set – 2**

**4. What do you mean by employee rewards? Explain the need of employee rewards in detail. 5+5**

**Ans 4.**

**Employee Rewards:**

Employee rewards refer to the compensation, recognition, and incentives provided by an organization to its employees as a means of acknowledging and motivating their contributions and performance within the company. These rewards can take various forms, including monetary compensation, non-monetary benefits, recognition programs, and career development opportunities. The primary objective of employee rewards is to enhance job satisfaction, engagement, and retention while aligning employee efforts with the organization's goals

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

**a) Minimum Wages Act**

**b) Industrial Disputes Act**

**Ans 5.**

**a) Minimum Wages Act**

The Minimum Wages Act, 1948, is a significant piece of labor legislation in India that aims to protect the interests of workers by ensuring that they are paid a minimum wage that is reasonable and sufficient to maintain a basic standard of living. The act was enacted to prevent the exploitation of labor and to address issues related to low wages and poverty among workers.

Under this act,

**6. What do you mean by Trade Union? Explain the reasons for joining Trade Union. 5+5**

**Ans 6.**

**Trade Union**

A trade union, often simply referred to as a union, is a collective organization formed by workers or employees in various industries to protect and promote their rights and interests in the workplace. The primary purpose of a trade union is to act as a representative body for its members, advocating for better working conditions, fair wages, job security, and other employment-related issues. These organizations play a crucial role in the broader labor movement and are a key