

## **Format of Assignment Booklet for Placed Students of BBA VI Semester**

### **Subject: Social Security & Welfare**

#### 1.MCQs:

1. Which of the following option is a component of remuneration?
  - A. fringe benefits
  - B. commitment
  - C. external equity
  - D. motivation
  
2. Who are the two main stakeholders in an organisation?
  - A. ceo and top management
  - B. employers and employees
  - C. executives and owners
  - D. none of the above
  
3. Which of the following is a challenge mentioned in remuneration?
  - A. employee participation
  - B. pay secrecy
  - C. comparable worth
  - D. all of the above
  
4. Which of these is an internal factor influencing remuneration?
  - A. business strategy
  - B. cost of living
  - C. legislations
  - D. society

## 2. Case Evaluation 1:

### **CASE STUDY 1: MANAGEMENT ANALYSIS & DECISION MAKING**

You are the HR Director for XY Company.

Times are slow for your company right now and with the rising costs of materials and wages, your profits are at an all-time low. Because of this unfortunate situation, and as we are adapting a competitive strategy, you will need to let some employees go. The senior management team has already compiled the list of people whose employment will be terminated two weeks from today. However, the people on the list will not know until the day of the termination.

You have called a meeting of your department managers and supervisors. The managers and supervisors do not know that a list has been created, so you will need to let them know this at some point in the conversation. Also, they will not be able to see the list until the day of the terminations. Obviously, this is a very confidential topic and should not be shared with anybody outside of this meeting.

The purpose of your meeting today is to confide in this group and assure them that none of them are on the list. You also want to get their feedback on how the general employee base will react to the news and event in two weeks. Next, you'd like to understand and anticipate any questions that they believe will arise so that appropriate answers can be prepared. Finally, you would like to devise an action plan/transition plan for the day after the event.

What you can tell the managers the number of people they will each be losing, if you find that information important to share. Here is the breakdown:

- Order Processing will lose 4 of its 12 people
- Human Resources will lose 2 of its five people
- Production will lose 8 of its 40 people

Questions:

1. Explain the issue arising?
2. Make the decision. What should you do?
3. Can company make alternative plan to stop it? Discuss

## 3. Case Evaluation 2

- A Multinational Company specialized in food processing has been operating in India for about 3 decades. The Company has recently decided to expand its production. It was decided to shift the factory to a new location about 20 kms. away from its present site. As the workers transferred to the new site were living in town, the union demanded an increase of Rs. 60/-per month in the salary, but the Company offered to give Rs. 25/- only to cover the transport cost. When the plant was being shifted to the new site, negotiations went on uninterrupted between the Management and the Union on this issue.

However both the parties could not come to a settlement even after 6 months. The Management was firm on their decision even though the union indicated some flexibility. The Union refused to compromise fully on the issue. They adopted go-slow tactics to pressurize the Management. The production went down drastically, but still the Management was firm on their stand. In the meanwhile the Management charge-sheeted some of the Trade Union leaders and suspended them pending enquiry

- Questions :

- a) Analyse the case given above and elucidate the problem and causes.
- b) Do you justify the Management's decision ? If Yes/No- why ?
- c) Are the workers right in their approach ?
- d) HR of this Company how would you resolve the problem ?

### 3. Assignment against Workshop:

Visit any company and try to see and collect data, how they determine salary of the employees and how they hire them .

Also categorize skilled and unskilled labour.

Also write labour welfare schemes they use.

### 4. Assignment against Class Presentation

- What is social security and explain its types
- What is collective bargaining . Discuss its scope and types