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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.

Traditionally, risk management focused on specific areas such as financial risks, operational risks, or IT risks. ERM, however, integrates these silos and looks at the bigger picture,

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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,

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

**a. CommonDisciplinaryProcedures**

**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 disciplinary procedure involves verbal counseling, where a supervisor or

**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

**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, the government sets and revises minimum wage rates for different categories

**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

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