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| **SESSION** | **JUL-AUG 2024** |
| **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**

**Ans 1.**

**Employee Relations Management (ERM)** refers to the strategic management of relationships between employers and employees to ensure harmonious interactions within the organization. It focuses on maintaining positive communication, resolving workplace conflicts, fostering a supportive work environment, and ensuring compliance with labor laws and ethical standards. ERM is essential for creating a productive workplace where employees feel valued, motivated, and engaged.

In today’s dynamic business landscape, ERM has evolved significantly to adapt to changing

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

**Ans 2.**

Employee Engagement refers to the emotional commitment and enthusiasm employees demonstrate toward their organization and its goals. Engaged employees are more productive, motivated, and likely to contribute positively to the workplace. Unlike mere job satisfaction, engagement goes beyond basic fulfillment, encompassing a sense of purpose, loyalty, and alignment with organizational values.

Engagement is not a one-size-fits-all concept; it varies based on individual employee needs,

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

**a. Common Disciplinary Procedures**

**b. Grievance Redressal Procedure within an Organisation**

**Ans 3**

**a. Common Disciplinary Procedures**

Disciplinary procedures are structured processes used by organizations to address employee misconduct, ensure adherence to workplace rules, and promote a fair and consistent approach to handling issues. These procedures serve as a framework for resolving conflicts while maintaining professionalism and legal compliance. Organizations implement disciplinary measures to uphold workplace ethics, protect organizational integrity, and reinforce a culture

**b. Grievance Redressal Procedure Within an Organization**

The grievance redressal procedure is a formal mechanism organizations use to address and resolve employee complaints or concerns. It ensures that employees have a platform to voice their issues, fostering a supportive and fair workplace environment. Grievances can range from dissatisfaction with work conditions, conflicts with colleagues or supervisors,

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

**Ans 4.**

**Introduction to Employee Rewards**

Employee rewards refer to the benefits, incentives, or recognition given to employees in exchange for their contributions to the organization. These rewards can be monetary or non-monetary, individual or team-based, and aim to motivate employees, enhance job satisfaction, and encourage loyalty. Reward systems are integral to human resource strategies, aligning employee efforts with organizational goals and fostering a culture of appreciation.

**Types of Employee Rewards**

* **Monetary Rewards**: These include direct financial incentives such as salaries, bonuses, profit-sharing, or performance-linked incentives. They provide immediate

**Assignment Set – 2**

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

**a) Employee Wellness Plan**

**b) Collective Bargaining**

**Ans 5.**

**a. Employee Wellness Plan**

An Employee Wellness Plan is a strategic initiative designed to promote the physical, mental, and emotional well-being of employees within an organization. These plans aim to create a healthier workforce, reduce absenteeism, and enhance productivity by addressing various aspects of employee health and lifestyle. Wellness plans often include programs, resources, and policies that encourage healthy behaviors and provide support for managing health-related challenges.

A comprehensive wellness plan typically involves health screenings, fitness programs, mental

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

**Ans 6.**

**a. Trade Union**

A Trade Union is an organized group of workers formed to protect and promote their collective interests, particularly in relation to employment conditions. Trade unions serve as a bridge between employees and employers, advocating for fair treatment, equitable compensation, and improved working conditions. These unions aim to empower workers by providing a platform to voice their concerns and negotiate collectively with employers.

The primary function of a trade union is to engage in collective bargaining, ensuring that

**b. Reasons for Joining a Trade Union**

Employees join trade unions for various reasons, primarily to secure better working conditions and ensure fair treatment. One of the most significant motivations is the desire for **better wages and benefits**. Trade unions negotiate collectively on behalf of their members to secure fair compensation, health insurance, retirement plans, and other financial incentives.

**Job security** is another key factor. In uncertain economic conditions or during organizational