

# CBCS SCHEME

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22MBA21

## Second Semester MBA Degree Examination, June/July 2023 Human Resource Management

Time: 3 hrs.

Max. Marks:100

- Note: 1. Answer any FOUR full questions from Q1 to Q7.  
2. Question No.8 is compulsory.  
3. M : Marks , L: Bloom's level , C: Course outcomes.**

		M	L	C		
<b>1</b>	a.	Why is Human Resource Management important for organizations?		3	L1	CO1
	b.	Write a note on evolution of human resource thought.		7	L2	CO2
	c.	Explain the Harvard model of HRM.		10	L2	CO2
<b>2</b>	a.	What is HRP? What are its uses?		3	L1	CO1
	b.	Elaborate on the changing note and responsibilities of HR professional in today's changing environment.		7	L3	CO1
	c.	Discuss the different methods of job evaluation.		10	L2	CO2
<b>3</b>	a.	What do you mean by unsolicited applicants?		3	L1	CO2
	b.	What is selection? Discuss different selection methods.		7	L2	CO2
	c.	As a HR excutive, you come across a requirement automobile firm. Design the recruitment advertisement for the above case, assuming the place of work as Pune and CTC as 3.5 LPA.		10	L5	CO3
<b>4</b>	a.	Mention important factors in a decent workplace as per ILO.		3	L1	CO3
	b.	Explain the components of total reward system.		7	L2	CO3
	c.	Differentiate between performance appraisal and performance management system(PMS).		10	L3	CO4
<b>5</b>	a.	How do you define MSME in India?		3	L1	CO4
	b.	Illustrate on the importance of SME's in developing counties.		7	L3	CO4
	c.	Discuss the HR challenges faced by SME's.		10	L5	CO4
<b>6</b>	a.	What is your understanding of the term "Gamification"?		3	L1	CO5
	b.	State the difference between manufacturing and service sector.		7	L2	CO4
	c.	What are HR innovations? Discuss the conditions necessary for HRMI implementation.		10	L2	CO5
<b>7</b>	a.	What are the unique features of Gen y workforce?		3	L5	CO5
	b.	Discuss any 3 innovative HR practices followed in Indian organizations.		7	L5	CO5
	c.	Discuss the importance of diversity and inclusiveness in organizations.		10	L5	CO4

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

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**Case Study :**

Alectek shoes is one of the oldest footwear manufactures and marketers in India with a sizable market share in the industry. The company has a workforce of over 11,000 employees. Being an old company, its HR policies are conventional and empirical. Based on its experience, management avoids wring candidates with frequent job changes, irrespective of their level of skills and abilities. Since their compensation packages are best in industry, the company never had any issues in recruitment. Recently, the company developed huge manufacturing facility in order to double its production capacity. As part of expansion, the company ran extensive advertisement campaign to attract best candidates to fill available job positions.

The response to the campaign was good. But the secuting revealed significant candidates had poor job stability records. But for this, they were found to be suitable for the offered positions. The company is now in dilemma. If candidates are eliminated, the company might not get sufficient number of candidates with skill to fill positions. If they were selected, the company ran the risk of unanticipated and untimely employee dissertations and resultant work disruptions.

**Questions :**

a.	Comment on the company's HR policy.	10	L3	CO2
b.	What would be your recommendation to the management?	10	L3	CO2

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