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14MBA21

**Second Semester MBA Degree Examination, June/July 2015**  
**Human Resource Management**

Time: 3 hrs.

Max. Marks: 100

**SECTION - A**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Distinguish between Personnel Management and HR Management. (03 Marks)
- 2 What you mean by Job Analysis? (03 Marks)
- 3 Define Recruitment. (03 Marks)
- 4 Discuss Training need Analysis. (03 Marks)
- 5 What is 360<sup>0</sup> form of performance appraisal? (03 Marks)
- 6 What is statutory provisions in Employee welfare? (03 Marks)
- 7 What you mean by collective bargaining? (03 Marks)

**SECTION - B**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Discuss the major functions of HRM. (07 Marks)
- 2 Explain the objectives and scope of HRM. (07 Marks)
- 3 Explain the selection process model. (07 Marks)
- 4 Which are the off – the – job training methods? (07 Marks)
- 5 Discuss the modern methods of performance appraisals. (07 Marks)
- 6 What is employee grievance procedure? Give suitable examples. (07 Marks)
- 7 Which are the various approaches to employee discipline measures? (07 Marks)

**SECTION - C**

*Note : Answer any FOUR questions from Q.No.1 to Q.No.7.*

- 1 Discuss the line manager of HR and staff relationship with a chart. (10 Marks)
- 2 Describe Human Resource Management planning process with examples. (10 Marks)
- 3 What is Management Development and Succession planning practices? (10 Marks)
- 4 What are the factors affecting Recruitment? (10 Marks)
- 5 What are the challenges of HR Manager? (10 Marks)

- 6 Discuss the process of Internal mobility. (10 Marks)
- 7 Explain different career stages of employees. (10 Marks)

**SECTION - D**  
**CASE STUDY – [ Compulsory ]**

25.08

Sujoy Industries Ltd was about to install a new incentive plan for the operative workforce in all its plants. The new plan was designed to enable high producing workers to earn 20 to 25 percent more in weekly earnings. The rationale of the new plan was stated by the Executive Director of the company in the following words :

We are installing the plan to discourage the workers from socializing so much. Their output is satisfactory now, but if they would give all of their attention to the work and stop talking to each other about other things, they could produce a lot more. I know the work is not too difficult, anyone can learn one of these jobs in a few days. But we need more commitment to high performance.

Questions :

- a) Analyse the Company's productivity problem from the viewpoint of modern organization theory and practices. Explain. (05 Marks)
- b) Do you believe the president has taken modern methods of management of employees, explain. (05 Marks)
- c) Which theory of motivation is applicable to this case? (05 Marks)
- d) Do you think socialization is necessary for the organization? Support your answer with example. (05 Marks)

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