

CBCS SCHEME



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18MBA21

Second Semester MBA Degree Examination, June/July 2019 Human Resource Management

Time: 3 hrs.

Max. Marks:100

**Note: 1. Answer any Four questions from Q.No. 1 to Q.No. 7.
2. Question No. 8 is compulsory.**

- 1 a. What do you mean by Human Resource Management? (03 Marks)
b. Explain the various sources of Recruitment. (07 Marks)
c. Discuss various methods of Training. (10 Marks)
- 2 a. What is Role Analysis? (03 Marks)
b. State the differences between Personal Management and Human Resource Management. (07 Marks)
c. Discuss the employees Retention strategies of an organisation. (10 Marks)
- 3 a. What is the differences between Promotion and Demotion? (03 Marks)
b. Enumerate the benefits of Training and Development in an organization. (07 Marks)
c. Discuss statutory and non – statutory welfare programs of an organisation. (10 Marks)
- 4 a. What do you mean by Training and Development? (03 Marks)
b. Explain the components of Compensation. (07 Marks)
c. Discuss functions of Human Resource Management. (10 Marks)
- 5 a. What do you mean by Employee Turnover? (03 Marks)
b. What are the causes of Grievances? (07 Marks)
c. Discuss Process of Human Resource Planning. (10 Marks)
- 6 a. What is Employee Discipline? (03 Marks)
b. Differentiate between Job description and Job specification. (07 Marks)
c. Discuss steps in selection process of an organisation. (10 Marks)
- 7 a. What is Job Evaluation? (03 Marks)
b. "A Promotion should be based on Seniority", comment. (07 Marks)
c. Discuss methods of Performance appraisal. (10 Marks)

8 CASE STUDY (Compulsory):

Mr. Ramachandra is the Chief Executive of ABC Ltd. Recently, it was decided by the Board of Directors that it would be profitable for the corporation to set up a separate marketing department. Mr. Ramachandra has been directed to pick up a person who he feels is capable of heading the department and then putting this person in charge of getting the department on its feet. After considering a number of good men, Mr. Ramachandra has narrowed the field down to two possible choices : Rajesh Mehta and Pramod kumar.



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Rajesh Mehta has a good track record with the company. He was hired eight years ago and through the years he has shown a good deal of drive and initiatives in all of his endeavors. He is an aggressive young man and has received the nickname of “go – getter” in his department. Although Mehta seems to be more concerned at times with ends rather than means, he is very efficient and is considered a good leader by those who work under him. As one worker stated, “Although he can get rough with you at times, you always know where you stand with him, and when you have done a good job, he lets you”.

Pramod Kumar has been with the company for eleven years. He is well liked by all in his department and his work is first rate. Kumar’s leadership style differ from Mehta’s in that Pramod Kumar is not as aggressive and quick to act as Mehta. Before Pramod Kumar makes a decision , he generally consults other who he feels can contribute further information on a given subject. This often includes those who work under him. Those who work under Pramod Kumar consider him a good leader and state that the atmosphere of participation created by Pramod Kumar really encourages their utmost individual output while on the Job. This can be seen by the production increases, which soon occurred when Pramod Kumar became the head of the department.

Questions :

- a. Analyse this case. (05 Marks)
- b. Prepare Job description and Job specification Report for the post. (05 Marks)
- c. If you were Mr. Ramachandra , whom would you select as the head of the marketing depart? Why? (05 Marks)
- d. Will you give any weightage to the length of service in the organisation? Why? (05 Marks)
