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

Time: 3 hrs.

Max. Marks:100

Note: 1. Answer any THREE full questions from Part A
2. Part B is compulsory

Part A

- 1 a. Define HRM. (03 Marks)
b. Discuss the statutory aspects of compensation and benefits. (07 Marks)
c. Explain the paradigm shift in HRM from its evolution to recent times. (10 Marks)
- 2 a. What is job description? (03 Marks)
b. Explain the major challenges faced by HRM. (07 Marks)
c. Explain Human Resource Planning process. (10 Marks)
- 3 a. Define recruitment. (03 Marks)
b. Distinguish between personnel management and HRM. (07 Marks)
c. Explain the selection process typically found in Mid-sized organization. (10 Marks)
- 4 a. Explain different types of career Anchors. (05 Marks)
b. Discuss on "Induction is a guided adjustment". (05 Marks)
c. Discuss about the institution of repute that impart HRM education is India. (10 Marks)
- 5 a. Performance Appraisal discriminates employee which lead to conflicts and demotivation. Do you agree/disagree? Explain. (05 Marks)
b. Explain the employer grievance handling procedure an organization. (05 Marks)
c. Discuss the statutory aspects of health and safety of the employes. (10 Marks)
- 6 a. Explain the various training methods used to train the employees in the organization. (10 Marks)
b. Explain the different types of performance appraisal system. (10 Marks)

Part B

- 7 a. You are the Area manager, North Karnataka for orange pizza corner, you have to newly set up 25 outlets of 150 seating capacity in tier 2 city for which you need to recruit 15 employees for each outlet? Prepare recruitment plan to hire new employees. (05 Marks)
b. Justify the training methods you recommend for each of the following occupation.
i) A plumber ii) An unskilled-assembly line worker
iii) An office clerk iv) An inexperienced manager. (05 Marks)
c. What items are typically included in the job description and job specification? In a company with only 25 employees, is there a need for job description? Why or why not? (10 Marks)

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.

Part C

8 Case Study : Leadership Matters

“Never, never, Never give up”, UK prime minister, Winston Churchill famously once said. The saying still holds true for Regional Director - HR of Asia, Latin America, Middle East and Africa at Mundipharma, Raman Singh. Having been his exedo since his self funded studies at graduate school, Singh has imbibed their into the corporate culture at the leading global pharmaceutical company as well. Every member of the leadership team has framed poster of the quote in their office, courtesy of Singh.

This entrepreneurial culture drives empowerment, the aim being that everybody in the organization is aligned and playing a role in being a leader. A strong performance management system also ensures all staff goals that are cascaded from the top.

We regularly monitor feedback and provide comprehensive learning and development plan 70% on the job and 30% classroom to stretch an individual. Says Singh “ This calls for the organization to take some bets on people-we do a lot of that”. The demanding leader expect a lot from his people but he is also approachable and fair, giving staff the resources they need to excel at what they do.

“We provide coaches and mentors, amongst other intervention such as a formal training programme”, he says “The top 25 employees in the company (not necessarily top executives) go through an 18 month expedited training programme”.

Singh also conducts personal one-on-one coaching sessions with his leadership team, keeping everyone on the same page, to bring the business on a path sustainable growth.

- a. What is the role of HR manager as a leader? (05 Marks)
- b. Are people always an organization’s most valuable assets? Why or why not? (05 Marks)
- c. Explain how HR can contribute to make their human resources into competitive advantages. (05 Marks)
- d. Write the advantages of having strong HRM policies in the organization. (05 Marks)

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