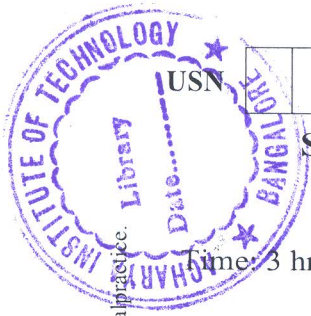


CBCS SCHEME

18MBA21



Second Semester MBA Degree Examination, Jan./Feb. 2021 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 is Human Resource Management? (03 Marks)
b. Explain the sources of recruitment in detail. (07 Marks)
c. Discuss various training methods in an Organisation. (10 Marks)
2. a. What do you mean by Job Analysis? (03 Marks)
b. Discuss the nature of Human Resource Management. (07 Marks)
c. Explain different types of tests in selection process. (10 Marks)
3. a. Distinguish between Induction and Placement. (03 Marks)
b. Explain any five types of employee compensation. (07 Marks)
c. Discuss modern methods of Performance Appraisal. (10 Marks)
4. a. Differentiate the term Training Development and Education. (03 Marks)
b. Explain Employee retention strategies in Indian Industries. (07 Marks)
c. Discuss Employee Welfare measures in an Indian Organisation. (10 Marks)
5. a. What do you mean by Employee turnover? (03 Marks)
b. Difference between Job description and Job specification. (07 Marks)
c. Discuss the bases for promotion. (10 Marks)
6. a. What do you mean by Employee Grievance? (03 Marks)
b. What are the benefits of training program? (07 Marks)
c. Discuss the functions of Human Resource Management, with relevant examples. (10 Marks)
7. a. Differentiate between Demotion and Promotion. (03 Marks)
b. Explain various approaches to Discipline. (07 Marks)
c. Discuss the process of HRP. (10 Marks)

8. CASE STUDY :

Samsui Company is an Engineering Company with employee strength of 1000. The Company has a system of incentive linked monthly productivity bonus for the shop floor employees, which serves the purpose of rewarding good works. The HR director Mr. Inderjit has been facing a dilemma, how to evaluate the performance of the middle management and how to link it with productivity. After deliberate discussions with individual managers, he develops a plan. The plan is designed to enhance team work and provide incentives for improvement and excellence among middle level managers. Briefly the pay will be split into two components. The first consists of 80% of original salary, which will be a fixed component and will be determined as before.

The second component of 20% will be flexible and will depend upon the ability of each term as a whole to show minimum of 5% improvement in their respective areas. The scheme when discussed with managers, received a number of negative remarks. One manager said that why should their performance depend upon the performance of other members of the team. The new pay scheme makes them team players first and specialists in their areas next another objection was that why the good persons in the team should suffer if the other members were not measuring upto the expectations. Moreover, there are a number of external factors which affect the individual and collective performance. For example, if a product suddenly goes out of demand affecting marketability, why should the concerned marketing team be penalized for something beyond its control.

Now Mr. Inderjit is in a tight position. The Company has been the trend setter in executive compensation in Indian Industry as they have been paying the best. Will the new plan ensure that it remains that way? If the plan succeeds Samsui set another trend in Executive compensation. But how should he see this plan through?

Question :

- a. What are the challenges to be addressed in the case? (05 Marks)
- b. Do you think it is proper to evaluate manager on the basis of productivity? (05 Marks)
- c. In your opinion, individual performance or team performance is the most suitable criteria for incentive plans? (05 Marks)
- d. If you were the HR director, what would you do? (05 Marks)
