

[Dec-16]

[MPDBA-203/MPDHR-203]  
MBA(GEN & HRM) Degree Examination

II SEMESTER

HUMAN RESOURCE MANAGEMENT  
(Effective from the admitted batch 2015-16)

Time: 3 Hours

Max.Marks: 70

Instructions: All parts of the unit must be answered in one place only.  
Figures in the right hand margin indicate marks allotted.

SECTION-A

(5x2=10)

1. Answer any Five of the following:
- What is the need for coaching
  - HR measurement
  - Talent
  - Minimum wages
  - Explain the future of HRD
  - Labour Welfare
  - Define HRD portals
  - What is Job Instruction Training

SECTION-B

(5x9=45)

Answer all questions:

2. a) What is HRD? Explain the process and junctions of HRD

OR

- b) Discuss the various steps involved in career planning process
3. a) What do you know about HR Audit? Explain its process and functions

OR

- b) Explain the various system Approaches to HRD
4. a) Outline the concept of HRD Matrix

**OR**

- b) Explain the major purpose of HRD. Distinguish between HRM and HRD?
5. a) Explain the Role of HRD in Indian public and private sector

**OR**

- b) What is Training? Explain its need and process
6. a) What are the Joint Management councils? Explain their function

**OR**

- b) Define motivation? Discuss various important theories of motivation

**SECTION-C**

7. Case Let (Compulsory):

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Joan is the director of scientific computing at a Large utility company. The people she suspense are all college graduated with back-grounds in science, engineering, or math. These people do system works and computer programming that is more problem – Oriented than other programmers in the company and the people in Joan’s department are quite close knit

Joan hired Fred into the group from the Engineering Department, Fred, who had worked for the company for seven years, learned the programming easily and was doing quite well. One year Later Bob was hired in to the group by Joan. Bob and Fred both assimilated in to the group quickly

About a month Later, Joan’s problem began Information was quite freely shared by members of the group. Especially job-related information such as salary. When Fred learned that Bob was making move money than he was, he was quite upset. Bob was doing the same kind of work with less experience at his new job. He also had the total working time with the computer only four years.

When Fred raised his concern to his boss, he was told that the company had specific for raise and wide salary ranges for each Job level. Bob was just on the high sides of his job's salary range and received a hefty raise. When he was promoted to his new job. Fred was not pleased with the setup because he had received a raise just before Bob came and knew that it would be a year before he would get another one. In Fred's mind he was now qualified, more experienced, had better knowledge of the company, and if nothing he more seniority than Bob. Fred attitude and discontent was apparent in his work, an although Joan could not really prove it. Fred caused serious delays in projects. Also, new ones seemed to be cropping up in the computer programmer that came out of Joan's section

**Questions:**

1. What role does equity play in this case?
2. Should companies demand that individuals not reveal their salaries? Why or why not?
3. Comment on the salary system and weakness you see in it

[26,27/II Y-II S/216]