

[May-17]

[MPDBA-203A/MPDHR-203A]
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

1. Answer any **Five** of the following: (5x2=10)

- a) Talent Management
- b) Job Design
- c) Attrition Rate
- d) Ergonomics
- e) Retention plan
- f) Adjudication
- g) Open Shop
- h) Open Door Policy

SECTION-B

Answer all questions: (5x9=45)

2. a) Write a brief note on Qualities of H R manager.

OR

b) Justify Human Resource Management in Profession

3. a) Explain different techniques of Recruitment

OR

b) What are the various factors affecting selection process?

4. a) How do you identify the training needs of an Organizations?

OR

b) Identify those Organizational problems which cannot be solved by training?

5. a) How will you use job evaluation to design compensation plan

OR

b) Write a brief note on theories on wages

6. a) Explain the functions of trade unions? Why do we need trade union?

OR

b) What are prerequisites of grievance procedure?

SECTION – C

7. **Case Study (Compulsory)**

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Mr. Prasanth, the founder and CEO of Aditya Pharma Limited faced a dilemma with regard to recruitment decision. Aditya Pharma Limited will commence commercial production from April 2017 and the company will need Pharmacists with hand on experience of at least one year to take up the jobs in April 2017. Mr. Prasanth sought the advice of HR department to select a specific source of recruitment as well as the time period to take up recruitment. HR Department of the company is divided on the issue. The head of the Human resource development(HRD) centre advised to start recruitment in January 2016, employ the selected candidate by the end of March 2016 and train them in the HRD Centre for a year. He further opted for the campus recruitment. The Assistant HR Manger is charge of compensation management advised to source the candidates from the existence pharma companies and start the recruitment in January 2016 and complete the employment process by the end of March 2016. The chief of the HR department of the view that the job of pharmacists can be outsourced to one or two of the existing pharma companies experiencing the problem of overstaffing. HR Department could not solve the issue. However, they provided all these alternatives to the CEO along with the pros and cons of each alternative.

Questions:

- a) Would you be satisfied with the approach of the HR department, if you were the founder and the CEO of the company?
- b) How do you decide upon the issue, if you were the Founder and the CEO of the Company?

[26,27/II Y-II S/217]