

Total No. of Questions : 5]

SEAT No. :

P7259

[Total No. of Pages : 2

[5860] - 203

First Year M.B.A.

(203) GC - 09 : HUMAN RESOURCE MANAGEMENT

(Compulsory Generic Core Course)

(2019 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) Assume suitable data if necessary.
- 2) Figures to the right indicate full marks.
- 3) All questions are compulsory.
- 4) All questions have internal options.

Q1) Solve any five :

[5 × 2 = 10]

- a) Define Strategic HR Management. Bring out its importance. [2]
- b) State 4 points of distinction between HRM and HRD. [2]
- c) Explain the different sources of Recruitment. [2]
- d) Define Performance Appraisal and Performance Management. [2]
- e) Outline the methods of Job Evaluation. [2]
- f) Discuss the contents of Job Description and Job Specification. [2]
- g) Explain the Objectives and Importance of HR Audit. [2]
- h) What are the positive types of Employee Separation. [2]

Q2) Solve any two :

[2 × 5 = 10]

- a) Discuss the factors influencing the future, impacts and changes of HRM in 21st Century. Give examples. [5]
- b) Explain the significance of Information System in Human Resource Management. [5]
- c) What is human resource cost? Discuss the measurement of human resource cost. [5]
- d) Employee compensation should be internally equitable and externally competitive". Explain. [5]

P.T.O.

Q3) Solve any one : [10]

- a) How can Organizations develop accurate HR Plans which, in turn, are impacted by a number of environmental factors over which managers have little or no control? [10]

OR

- b) What are the various needs and objectives of training? Discuss the various methods of training in an Organization. [10]

Q4) Solve any one . [10]

- a) Assume that you are a senior HR manager of a logistics company. You need to hire a marketing manager for the company. Design a suitable selection process for the purpose. [10]

OR

- b) Differentiate between 'Performance Management' and 'Performance Appraisal'. Describe and critically analyse any two performance appraisal methods used by organizations. [10]

Q5) Solve any one : [10]

- a) Rahul Chavan was working for a large steel manufacturing company for 15 Years. He was dismissed". The reason was that he questioned his unit head, Nikhil Lodha Whether the steel tubes, designed to be used under high pressure, were going through "Zero defect" test or not, as it would be dangerous for people working specially in oil and gas industry. He was told to follow orders and sell the tubes. Rahul expressed his doubt to the vice president, Vaibhav Das, whom he knew personally. As a consequence, the company retested the tubes and withdrew them from the market. But Rahul was "dismissed" by his boss.

- i) In your Opinion what argument would Rahul use against his dismissal? [5]
- ii) What role can the HR play in such a case? [5]

OR

- b) Describe the procedure involved in developing and implementing Human Resource Information System (HRIS). [10]

