

Roll No.

Total No. of Pages : 03

Total No. of Questions : 10

MBA / MBA (IB) (Sem.-2)
HUMAN RESOURCE MANAGEMENT

Subject Code : MBA-204-18

M.Code : 76156

Date of Examination : 21-05-2024

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. SECTION-A contains EIGHT questions carrying TWO marks each and students has to attempt ALL questions.
2. SECTION-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.

SECTION-A

1 Write short note on :

- (a) Competencies of HR Manager
- (b) Importance of HRP
- (c) HRM and HRD
- (d) Career Counselling
- (e) Elements of compensation
- (f) QWL
- (g) Approaches of IR
- (h) HR Audit.

SECTION-B

UNIT-I

2. Discuss the steps in integrating HR strategy with Business strategy. Differentiate between SHRM and HRM.
3. What is Job Analysis? Discuss the methods of Job Description and Job Specification with relevant examples.

UNIT-II

4. What are the sources of Recruitment? Discuss various steps involved in the process of Selection.
5. What is Internal Mobility? Explain different types of Internal Mobility with suitable examples.

UNIT-III

6. What is Performance Appraisal? Discuss various methods of Performance Appraisal in detail.
7. Discuss the provisions related to Health and Safety of employees at workplace.

UNIT-IV

8. **Write a note on the following :**
 - (a) Participative Management
 - (b) Grievance Handling.
9. Write a detailed note on Human Resource Management practices prevalent in India.

SECTION-C

10. Case study of workers participation in aristocrat baggage company-

The Aristocrat Baggage Company was suggested a consultative input regarding an Innovation on the dispatch procedure provided by an operator Mr. Raman. The

suggestion was initially ignored. Two years after the incident, the Company appointed a New Dispatch Manager. A year later, the newly appointed manager gave a formal introduction to a New Dispatch procedure and it was similar to the idea provided by Mr. Raman almost three years back. The company accepted the idea provided by the Manager and this led to an emotional distress in the mind of Mr. Raman.

Questions :

- (a) Why emotional distress arose in the mind of Mr. Raman?
- (b) Should it be any criteria for the suggestion committee to accept or reject any suggestion of workers?
- (c) What are the various parameters used by management to assess the idea?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.