

Code: BA2T2

I MBA-II Semester-Regular Examinations-OCTOBER 2013

HUMAN RESOURCE MANAGEMENT

Duration: 3hours

Max. Marks: 70

SECTION-A

1. Answer any FIVE of the following . 5 x 2=10 Marks

- a) Induction
- b) Hygiene Factors
- c) Tripartite settlement
- d) HR Audit
- e) Recruitment process
- f) Job evaluation
- g) Off the job training
- h) Absenteeism

SECTION – B

Answer all the questions

5 x 10=50 Marks

2. a) Discuss the functions of a HR manager in a modern organization?

OR

b) “In the era of globalization, the scope of HRM is branding” Discuss.

3. a) What is job analysis? Discuss the importance of job analysis in an organization?

OR

b) What is HR Planning? Explain the process of HR Planning.

4. a) What is training? Explain how training needs are identified?

OR

b) Managerial appraisal suggested by Harold Knootz is just an extension of performance appraisal concept to managers and it is not a new concept. Critically comment.

5. a) Explain the methods of wage fixation in detail and also mention the recent changes in the fixation of wages in contrast to traditional methods.

OR

b) What are the various types of incentive plans?

6. a) What is HR Accounting? Outline the various methods of HR Accounting.

OR

b) Explain the machinery available for the settlement of industrial disputes through adjudication.

SECTION - C

7. Case Study

1 x 10 = 10 Marks

DEFECTIVE ORIENTATION PROGRAMME

Mr. R.C.Mittal was the manager materials in Essar Steel at Surat. As a manager materials, he enjoyed powers, he could even place an order for materials worth Rs.1 crore. He needed nobody's prior approval. He joined a paper mill located in New Delhi as AGM materials. The plant is a multi-product and multi plant conglomerate owned by a prestigious business plant in India. Obviously, perks, designation, reputation of the concern and nearness to his home town lured Mittal away from the steel plant. When he joined the paper mill, he placed an order for materials worth Rs.15 lakh. The materials arrived, were received, accepted and used in the plant. He did not realize that he needed prior approval to place an order for materials. He had presumed that he had the authority to place an order by himself worth 1/6th of the amount of what he used to do at the steel plant. When the bill of Rs.15 lakh came from the vendor, the accounts department withheld payment for he reason that the bill was not endorsed by the GM materials. The GM materials refused to sign on the bill as his approval was not taken by Mittal before placing the order. Mittal felt humiliated and cheated. A brief encounter with the GM only aggravated the problem. He was curtly told that he should have known the company rules before placing the order. Mittal was so angry that he threw his resignation at the table of the GM and walked out of the company. Barely two months after he had taken the job, he left the company.

Questions:

1. If you were in Mittal's place, what would have you done?
2. Do you think the orientation programme of the company needs modifications? Why?