

**I MBA - II Semester – Regular/Supplementary Examinations
April 2019**

HUMAN RESOURCE MANAGEMENT

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) Strategic HRM.
- b) Recruitment V/S Selection.
- c) Merit rating.
- d) Wage and salary survey.
- e) Work life balance.

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) Briefly explain Objectives and scope of HRM.

(OR)

b) Describe Changing role of HRM in India.

3. a) What is E –Recruitment? Explain briefly Recruitment process.

(OR)

b) What is job design? Explain the process of job analysis.

4. a) Briefly describe Evaluating effectiveness of Training .

(OR)

b) Discuss the methods of Management Development programs.

5. a) Explain different types of Fringe benefits.

(OR)

b) What are the factors determining Wage / salary levels in organization.

6. a) Explain types of Trade union structure with merits and demerits of Craft union.

(OR)

b) Elaborately explain the forms of Employee participation management schemes.

7. Case study:

1 x 10=10 M

A Protect & Gamble survey shows that wearing the right make-up can help women move up the career faster. Another survey by Aziz Corporation in Britain of 100 company bosses showed that one in four employers were more likely to give a job to a woman who wore make-up than one who did not. A third of those surveyed felt that a woman without make-up looked like she couldn't be bothered to make an effort. Again, Aziz Corporation, which is a communication and leadership consultancy, is in the business of image management and its consultants seem to be in the job of dishing out advice such as the etiquette of wearing heels to businesswomen to make an impact in boardrooms. V-care centre,

along with Nielsen had some time ago done a survey of the Indian men in the 18-50 age group, which showed that they were quite aware of the importance of personal grooming for workplace success. Eight out of 10 men surveyed said that being well-groomed had a positive effect on their careers.

Questions:

- i. Do you think it is weird yardstick on career progress for women, sometimes for men do?
- ii. Do you think it is true in the case of men's career too?
- iii. Do you buy an argument that who take care of themselves also take care of their jobs better?