

**I MBA - II Semester – Regular/Supplementary Examinations
SEPTEMBER 2021**

HUMAN RESOURCE MANAGEMENT

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) Discuss the importance of HRM.
- b) Define Human Resource planning.
- c) What is employee job evaluation?
- d) Distinguish the differences between wage and salary.
- e) Write short notes on: HR audit and Quality Circles in India

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) What are the strategic functions of HRM understood and implemented in the company? Discuss.

(OR)

- b) Discuss the evolution and development of HRM in India.

3. a) What are various methods used in forecasting human resource planning? Explain its importance.

(OR)

b) Explain in detail how job analysis is done in a manufacturing company?

4. a) Distinguish between training and development. Explain the importance of on-the-job training.

(OR)

b) What do you mean by Performance Appraisal? Discuss its benefits to an industrial organization.

5. a) What is meant by compensation? What are the basic objectives and principles of wage and salary administration?

(OR)

b) What is an effective incentive plan and explain how you create an effective incentive plan for an organization?

6. a) Describe the conditions for the success of collective bargaining.

(OR)

b) How to overcome conflict in workplace, is that duty of human resource manager to solve it – Discuss.

SECTION – C

7. Case study:

1 x 10=10 M

Mrs. Suman Prbhakar worked for 20 years in the Zavier Ltd, she joined very recently Franky Ltd, as the production manager, she was supposed to attend a routine departmental heads meeting last Friday at 4.30 p.m., which was presided over by the managing director of the company. She did not attend the meeting as there was no formal or informal communication to her, the managing director didn't like her absence as there were many important items to be discussed regarding production department, Mrs. Suman Prbhakar was called by the managing director on the next day and asked explanation for not attending the meeting Mrs. Suman Prbhakar replies that there was no information. The secretary said that it was a routine meeting and as such information was not sent to any departmental head. But all other heads, except Mrs. Suman Prbhakar. Attended the meeting.

Question :

- a) Who is responsible for the occurrence of such a mistake?
- b) Find out the reason for the incident. How do you propose to solve such problems in future?