

Code No: **21BA2T2**

**I MBA - II Semester Regular Examinations
SEPTEMBER -2022**

HUMAN RESOURCE MANAGEMENT

Duration: 3 Hours

Max. Marks: 70

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- Note: 1. This question paper contains three Parts-A, Part-B and Part-C.
2. Part-A contains 8 short answer questions. Answer any **Five** Questions.
Each Question carries 2 Marks.
3. Part-B contains 5 essay questions with an internal choice from each unit.
Each Question carries 10 marks.
4. Part-C contains one Case Study for 10 Marks.
5. All parts of Question paper must be answered in one place
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PART - A

5 x 2 = 10 M

1. a) Explain Scope of HRM.
- b) Define Placement.
- c) What is 360 Degree Appraisal?
- d) Demonstrate Job Analysis.
- e) Explain Incentive Mechanism.
- f) Define Employee Participation.
- g) What is Collective Bargaining?
- h) Explain HR Policies.

PART -B

5 x 10 = 50 M

UNIT - I

2. a) Explain the Principles of HRM. 5 M

b) Discuss about Model of Human Resource Management? 5 M

OR

3. a) Briefly explain the objectives of HRM. 5 M

b) Describe the Functions of HRM. 5 M

UNIT – II

4. a) Illustrate factors affecting HR Planning. 5 M

b) Explain process of Job Design. 5 M

OR

5. a) Explain the Recruitment process. 5 M

b) Analyze the purpose of Induction Programme. 5 M

UNIT-III

6. a) Evaluate significance of Training Programme. 5 M

b) How to develop and Administer an Appraisal Programme? Comment? 5 M

OR

7. a) Explain the significance of Management Development Programmes. 5 M

b) Analyze the Limitations of Performance Appraisal. 5 M

UNIT – IV

8. a) Explain Safety and Welfare measures at workplace. 5 M

b) Explain Wage structure. 5 M

OR

9. a) Discuss about Wage and Salary Policies. 5 M
b) Demonstrate Incentive Payment System. 5 M

UNIT – V

10. a) How to perform HR Audit Process? 5 M
b) Analyze the need for managing knowledgeable workforce. 5 M

OR

11. a) Explain role of Trade Unions in Industries. 5 M
b) Summarize the Grievance Resolution Mechanism. 5 M

PART –C

10 M

CASE STUDY

12. **Brief about case:**

Watson Public Ltd Company is well known for its welfare activities and employee-oriented schemes in the manufacturing industry for more than ten decades. The company employs more than 800 workers and 150 administrative staff and 80 management-level employees. The Top-level management views all the employees at the same level. This can be clearly understood by seeing the uniform of the company which is the Same for all starting from MD to floor level workers. The company has 2 different cafeterias at different places one near the plant for workers and others near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of the same quality. In short, the company stands by the rule of Employee Equality.

The company has one registered trade union. The relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a paymaster in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing a countable number of problems in supplying the materials in the recent past days. Problems like quality issues, mismatch in packing materials (placing material A in the box of material B) incorrect labelling of material, not dispatching the material on time, etc...

The management views the case as there are loopholes in the system of various departments and hand over the responsibility to the HR department to solve the issue. When the HR manager goes through the issues he realized that the issues are not relating to the system but it relates to the employees. When investigated he come to know that the reason behind the casual approach by employees in work is

- The company hired new employees for a higher-level post without considering the potential internal candidates.
- The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

Question:

Narrate the case with a suitable title for the case. Justify your title?