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MBA/MBA (IB) (Sem. - 2nd)

HUMAN RESOURCE MANAGEMENT

SUBJECT CODE :MBA-203 (2012 Batch)

Paper ID : [C0248]

Time : 03 Hours

Maximum Marks : 60

Instruction to Candidates:

- 1) Attempt any four questions from Section - A. Each question carry five marks.
- 2) Attempt Four questions from Section - B, Selecting one question from each sub Section. Each question carry Eight marks.
- 3) Section - C consists of one case study of eight marks.

Section - A

- Q1)** Explain the environment of HRM? Identify two major challenges of HRM.
- Q2)** Distinguish between Job Description and Job specialization with examples?
- Q3)** Discuss various sources of recruitment.
- Q4)** Write a note on centralized and decentralized recruitment.
- Q5)** Explain the process and types of human resource audit?
- Q6)** Why is ethical decision making difficult?

Section - B

Sub Section - I

- Q7)** Discuss the need and limitations of human resource management?

OR

- Q8)** What is job enrichment? When and how a job should be enriched?

Sub Section - II

- Q9)** What is vestibule training? Give its advantages and disadvantages.

OR

- Q10)** What is self development? What are the areas of self development?

Sub Section - III

- Q11)** What is performance appraisal? Describe its objectives.

OR

- Q12)** Discuss the essentials of a sound wage and salary structure.

Sub Section - IV

Q13) Discuss the important conditions for successful collective bargaining.

OR

Q14) Explain the situation of worker's participation in India.

Section - C

Read the following case carefully and answer the questions.

Mr. Ramchandran is the Chief Executive of ABC Limited. Recently, it was decided by the Board of Directors that it would be profitable for the corporation to set up a separate Marketing Department. Mr. Ramchandran has been directed to pick up a person who he feels is capable of heading the department and then putting this person in charge of getting the department on its feet. After considering a number of good men, Mr. Ramchandran has narrowed the field down to two possible choices: Rajesh Mehta and Pramod Kumar. Rajesh Mehta has a good track record with the company. He was hired eight years ago, and through the years he has shown a good deal of drive and initiative in all of his endeavors. He is an aggressive young man, and has received the nickname of 'go-getter' in his department. Although Mehta seems to be more concerned at times with ends rather than means, he is very efficient and is considered a good leader by those who work under him. As one worker stated, "Although he can get rough with you at times, you always know where you stand with him, and when you have done a good job, he lets you know it". Mehta is also credited with accepting full responsibility, in all cases, and making quick decisions when action is called for. Pramod Kumar has been with the company for eleven years. He is well liked by all in his department and his work is first rate. Kumar's leadership style differs from Mehta's in that Kumar is not as aggressive and quick to act as Mehta. Before Kumar makes a decision, he generally consults others who he feels can contribute further information on a given subject. This often includes those who work under him. Those who work under Kumar consider him a good leader, and state that the atmosphere of participation produced by Kumar really encourages their utmost individual output while on the job. This can be seen by the production increase which soon occurred when Kumar became the head of his work force.

Questions :

- a) If you were Mr. Ramchandran, whom would you select as the head of the Marketing Deptt. Why?
- b) Will you give any weightage to the length of service in the organization? Why?

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