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Total No. of Pages: 02
Total No. of Questions: 06

MBA. (Sem.-2nd)
HUMAN RESOURCE MANAGEMENT
Subject Code: MBA-203
Paper ID: [C0248]

Time: 3 Hrs.

Max. Marks: 60

INSTRUCTIONS TO CANDIDATE:

1. Attempt any four questions from Section –A.
2. Attempt any one questions from each sub-section of Section-B.
3. Section-C is Compulsory.

Section –A

(4x5=20)

- Q.1. (a) Explain the salient features of payment of wages Act 1936.
- (b) What do you understand by worker's participation in management? Will it necessarily improve the relations between employees and employers?
- (c) Distinguish between job Description and job specialization with examples?
- (d) Discuss the different methods of Recruitment.
- (e) What is performance appraisal? Describe its objectives.
- (f) Explain the HRD approach to industrial relations.

Section –B

(4x8=32)

- Q.2. (a) Discuss the scope of human resource management?

OR

- (b) What is job enrichment? When and how a job should be enriched?

- Q.3. (a) Discuss various steps in systematic training plan?

OR

- (b) "Executive development is guided self-development" do you agree? Give reason.

- Q.4. (a) Explain the importance of performance appraisal in HRM.

OR

- (b) Discuss the essentials of a sound wage and salary structure.

Q.5. (a) Explain the significance and scope of collective bargaining in industry.

OR

(b) Explain workers participation in management. Discuss various forms of participation.

Section –C

(1x8=8)

Q.6. 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 endeavours. 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 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 weight age to the length of service in the organization? Why?

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