

**Roll No.**

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**Total No. of Pages : 02**

**Total No. of Questions : 15**

**MBA / MBA(IB) (2012 & onward) (Sem.-2)**

# HUMAN RESOURCE MANAGEMENT

**Subject Code : MBA-203**

**Paper ID : [C0248]**

**Time : 3 Hrs.**

**Max. Marks : 60**

**INSTRUCTION TO CANDIDATES :**

1. **SECTION-A** contains **SIX** questions carrying **FIVE** marks each and students has to attempt any **FOUR** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : **Units-I, II, III & IV**. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **EIGHT** marks.

## SECTION-A

1. Write the objectives of human resource management.
2. What kind of information is included in job description?
3. Differentiate between recruitment and selection.
4. Define Career.
5. What do you understand by quality of work life?
6. Define grievance.

## SECTION-B

## UNIT-I

7. Discuss the roles and importance of human resource management.
8. Define Job Evaluation and discuss its methods.

## UNIT-II

9. Explain various methods of employee training.
10. What can managers do to align training with business needs? Discuss.

### UNIT-III

11. What is the significance of incentives? Explain various kinds of gain sharing plans.
12. Define Employee Welfare. Discuss statutory provisions in India for employee welfare.

### UNIT-IV

13. What is the scope of collective bargaining? What can be the issues behind failure of collective bargaining?
14. Explain the structure of quality circles.

### SECTION-C

#### 15. Case Study :

CRR Industries Ltd., Eluru is producing electric bulbs, water coolers, air coolers and refrigerators. Recently it added a new line of production *i.e.* electric motors both for domestic and agriculture purposes. It needed one electrical engineer with B.Tech qualification to look after the new plant producing electric motor. Presently five electrical engineers with B.E. qualification as Assistant Engineers are working in the existing plant. The company advertised for the post of Chief Engineer (Electrical) for its new plant. It received twelve application out of which five are from the Assistant Engineers are working in the existing plant. The company used techniques of preliminary interviews, tests, final interview and medical examination and finally selected Mr. C.B. Sastry, employed in the existing plant of the company; He is fourth in the seniority list of the Assistant Engineers in the present plant. The company served the appointment order to Mr. Sastry and he joined as Chief Engineer in the new plant. But the three Assistant Engineers in the existing plant, moved the issue to the court of, law contesting that the selection of Mr C.B. Sastry is not, valid as he is not the senior one among the Assistant Engineers in the existing plant.

#### **Questions :**

1. What would be the management version in the case?
2. Predict the court judgment regarding this issue in this case.