Roll No. | | | | | | | | | | | | **Total No. of Pages: 02**

Total No. of Questions: 15

MBA / MBA(IB) (2012 & onward) (Sem. – 2)

HUMAN RESOURCE MANAGEMENT

M Code: 49098

Subject Code: MBA-203

Paper ID: [C0248]

Time: 3 Hrs. **Max. Marks: 60**

INSTRUCTIONS 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. Describe various functions of HRM.
2. Differentiate between Job analysis and Job evaluation.
3. Discuss pre-requisites of a good recruitment policy.
4. What is vestibule training? Give its advantages.
5. Discuss Various features of performance appraisal.
6. What are the characteristics of collective bargaining?

SECTION B

UNIT-I

7. Explain the environment of HRM.
8. Discuss the importance of Job evaluation.

UNIT-II

9. Explain the contents of an application blank.

10. Explain various steps in training programme? How can it be made effective?

UNIT-III

11. Indicate the steps to be followed in designing a salary structure.

12. "Performance management is important in accomplishing organizational goals". Why?

UNIT-IV

13. What is the significance of good industrial relations?

14. What obstacles restrict the growth of collective bargaining in India?

SECTION C

15. Case Study:

Colgomex is a large consumer products company. The incumbent CEO of the company left and Mr. Chatterzi, Who was second in command to be CEO took over as CEO of the company. Mr. Rajesh Talwar is a senior executive in the company and has his own views. He has after all been in the business for a decade and a half and he think he knows how to tackle the slump the industry is going through. He did not waste any time and talked to the new CEO and told him what he thought needed to be done in the company. The CEO heard him out and suggested that he give him some time to learn the ropes. Eventually when he did lay out his plans, Mr. Talwar was shocked to see all his suggestions completely ignored. When he asked the CEO about this, the responded cryptically that he wanted a team that supported him completely and hinted that Mr. Talwar leave the company if he was unhappy. He actually ventured far enough to offer his assistance in finding a new job for Talwar. Mr. Talwar was shocked. He did not understand what to do. One option was not to take it personally. It was probably just a mismatch between his and the CEO's style of functioning. The other option was to gracefully bow out while he still retains the goodwill of the organization and colleagues. He should start exploring opportunities elsewhere and take up the offer that suits him the best. He is still undecided between these two options.

Questions

1. Do you think the CEO has decided that the Talwar does not fit into his team and that is why he has asked him to quit?
2. Which option should Mr. Talwar follow, in your opinion?