

SECOND SEMESTER M.B.A. DEGREE EXAMINATION, JUNE 2020

(CUCSS)

M.B.A.

BUS 2C 13—HUMAN RESOURCE MANAGEMENT

(2016 Admission onwards)

Time : Three Hours

Maximum : 36 Weightage

Part A

Answer all questions.

Each question carries 1 weightage.

1. State the essential features of sound HR policy.
2. Define Human Resource Audit.
3. List the modern sources and processes in Recruitment.
4. What is Work Council in Workers Participation in Management ?
5. Explain the term 'Training'.
6. What is knowledge management ?

(6 × 1 = 6 weightage)

Part B

Answer any four of the following.

Each question carries 3 weightage.

7. What is recruitment ?
8. What is Equity Theory of Job Motivation ?
9. Define Living Wage.
10. Define the term "Motivation".
11. What are the stages in Career Development ?
12. What are the different types of Compensation ?

(4 × 3 = 12 weightage)

Turn over

Part C

Answer any three questions.

Each question carries 4 weightage.

13. Describe the importance of Human Resource Management.
14. Explain the various Training Methods in brief.
15. Why a training can be evaluated and how ?
16. What are the factors deciding compensation of employee ? Explain in detail.
17. Discuss the pro's and con's of promotion policy based on merit, seniority and merit cum-Seniority.

(3 × 4 = 12 weightage)

Part D

Answer the compulsory question.

Question carries 6 weightage.

18. Navin AGM materials, is fuming and fretting. He bumped into Kiran, GM Materials, threw the resignation letter on his table, shouted and walked out of the room swiftly. Navin has reason for his sudden outburst. He has been driven to the wall. Perhaps details of the story will tell the reasons for Navin's bile and why he put in his papers, barely four months after he took up his assignment.

The year was 2005 when Navin quit the prestigious Sail plant at Mumbai. As a manager material Navin enjoyed the power. He could even place an order for materials worth Rs. 25 lakh. He needed nobody's prior approval.

Navin joined a pulp making plant located at Pune as AGM Materials. The plant is owned by a prestigious business house in India. Obviously perks, designation and reputation of the conglomerate lured Navin away from the publicsector. When he joined the pulp making company, little did Navin realize that he needed prior approval to place an order for materials worth Rs. 12 lakhs. He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order material arrived, were received, accepted and used up in the plant. Trouble started when the bill for Rs. 12 lakh came from vendor. The accounts department with held payment for there a son that the bill was not endorsed by Kiran. Kiran used to sign the bill as his approval was not taken by Navin before placing the order. Navin felt fumigated and cheated. A brief encounter with Kiran only aggrarated the problem. Navin was curtly told that he should have known company rules before venturing. Navin decided to quit the company.

- 1) If you were Navin what would have you done ?
- 2) How is formal Orientation programmer conducted ?

(1 × 6 = 6 weightage)