

(Following Paper ID and Roll No. to be filled in your Answer Books)

PAPER ID :

Roll No.

--	--	--	--	--	--	--	--	--	--	--

M.B.A.

Theory Examination (Semester-II) 2015-16

HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 100

SECTION A

1. Attempt all questions

(2x10 = 20)

- What is Human Resource management?
- List few HR roles and responsibilities.
- What do you understand by job rotation?
- Define job enlargement.
- What are the factors affecting HRP?
- Define raiding and pouching of employees.
- What do you mean by screening in recruitment?
- Discuss "Application Blank".
- Define aptitude Test in Selection.
- What do you understand by Physiognomy test?

SECTION B

2. Attempt any five from the following

(10x5 =50)

- Define Human Resource management. And also discuss its scope and nature.
- Point out the role of HRM in strategic management.
- Explain with suitable illustrations the process of human resource planning.
- Discuss the need for and techniques of job enrichment. Can these techniques improve employee motivation and How?
- Explain the recruitment process.
- Explain the content for an effective induction program.
- What steps would you take if your performance appraisal system has a desperate and adverse impact?
- What do you understand by selection? Explain in brief the steps involved in selection process.

SECTION C

3. Case study

WWW.UPTUNOTES.COM

(10x3 =30)

Naik, AGM materials, is fuming and fretting. He bumped into Kamath, GM materials, threw the resignation letter on his table, shouted and walked out of the room swiftly.

Naik has reasons for his sudden outburst. He has been driven to the wall. Perhaps, details of the story will tell the reasons for Naik's bile and why he put in his papers, barely four months after he took up his present assignment.

The year was 1995 when Naik quit the prestigious SAIL plant at Vishakhapatnam. As manager materials, Naik enjoyed powers—he could even place an order for materials worth Rs.25 lakh. He needed nobody's prior approval.

Naik joined a pulp-making plant located at Harihar in Karnataka, as AGM Materials. The plant is a part of the multi-product and multi-plant conglomerate owned by a prestigious business house in India. Obviously, perks, designation and reputation of conglomerate lured Naik away from the public sector steel monolith.

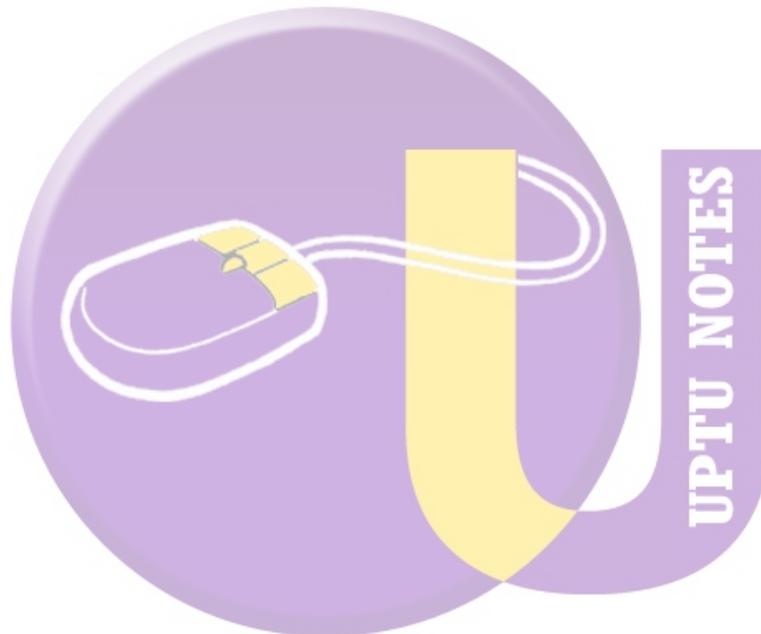
When he joined the eucalyptus pulp making company, little did Naik realise that he needed prior approval to place an order for materials worth Rs. 12 lakh. He had presumed that he had the authority to place an order by himself worth half the amount of what he used to do at the mega steel maker. He placed the order, materials arrived, were received, accepted and used up in the plant.

Trouble started when the bill for Rs. 12 lakh came from the vendor. The accounts department withheld payment for the reason that the bill was not endorsed by Kamath. Kamath refused to sign on the bill as his approval was not taken by Naik before placing the order

Naik felt fumigated and cheated. A brief encounter with Kamath only aggravated the problem Naik was curtly told that he should have known company rules before venturing. Naik decided to quit.

Questions -

- a) Does the company have an orientation programme? If yes, how effective is it?
- b) If you were Naik what would have you done?
- c) State the importance of training and development in context to above case.



WWW.UPTUNOTES.COM