

23701

Roll No. _____

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MBA II Sem. (Main) Exam., May - 2019

M – 201 Human Resource Management

Time: 3 Hours

Maximum Marks: 70
Min. Passing Marks: 28

Instructions to Candidates:

- (i) *The question paper is divided in two sections.*
- (ii) *There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any 4 questions. Section B contains short case study / application based 1 question which is compulsory.*
- (iii) *All questions carry equal marks.*

1. NIL

2. NIL

SECTION – A

Q.1 (a) What are the main functions of HRM? [7]

(b) What are the reasons of line and staff conflict and how this can be resolved? [7]

Q.2 Differentiate between :

(a) Recruitment and Selection [4]

(b) Job Enlargement and Job Enrichment [4]

(c) Outsourcing, Contractual workers and on roll workers [6]

Q.3 What is Training Need Analysis? Describe On-the-Job and Off-the Job Training methods. [7+7=14]

Q.4 (a) What is Employee Appraisal System? Explain 360° appraisal with the help of example. [7]

(b) Discuss your views on pay inequality on the basis of gender. [7]

Q.5 (a) Explain the different Career stages. [7]

(b) What is Succession Planning? Explain the need of Succession Planning. [7]

Q.6 Write short notes on : (any four) [4×3½=14]

(a) Induction

(b) Intangible Incentives

(c) Gold Hand Shake

(d) Career Anchors

(e) Innovative Employee Incentive schemes at Global Level

(f) Employee Safety

SECTION – B

Q.7 Case Study-

Mr. Atul has a problem. In his restaurant, inspite of constantly telling the employees how to do their jobs, they do it just the way they want to do it. This lead to the conflicts between him, the employees and the manager.

In this current training process, there is no training manual available and employees are learning by doing on job. Sometimes they are trained by a leaving employee during overlap period or by colleagues. There is no specific training for different requirements.

Questions:- <http://www.mgsuonline.com>

(a) Write your views on the current process of training followed by the restaurant. [7]

(b) If you are the owner, how would you have improved the process of training? [7]