

MBA II Semester Supplementary Examinations December/January 2016/2017

HUMAN RESOURCE MANAGEMENT

(For students admitted in 2014 & 2015 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION – A

Answer the following: (05 X 10 = 50 Marks)

1 Bring out the evolution and growth of HRM in India.

OR

2 How HRM is differ from personnel management? What are various strategies of HRM?

3 Describe the concept of job analysis.

OR

4 What is promotion? Explain the relative merits and demerits of seniority and merit as the basis of promoting employees.

5 What are different forms of compensation for executives and non executives?

OR

6 What are internal and external influencing factors in determining compensation?

7 Write short notes on MBO, 360 degree appraisal and critical incident methods.

OR

8 Explain in detail various methods of training.

9 Define industrial relations. Given an overview of industrial relations in India.

OR

10 What is quality circle? Explain its benefits in service organizations.

SECTION – B

(Compulsory Question)

01 X 10 = 10 Marks

11 **Case study:**

Electronic industries Ltd, Faridabad is producing electronic bulbs, water coolers, air coolers and refrigerators. Recently it added a new line of production i.e., electric motors both for domestic and agricultural purposes. It needed one electric engineer with B.Tech qualification to look after the new plant producing electric motors. Presently five electric engineers with B.E qualification are working as assistant engineers in the existing plant. The company advertised for the post of chief engineer (electrical) for its new plant. It received twelve applications out of which five are assistant engineers working in the existing plant.

The company used techniques of preliminary interviews, tests, final interview and medical examination and finally selected Mr.Ambani, employed in the existing plant of the company. He is fourth in the seniority list of assistant engineers in the present plant. The company served the appointment order to Mr.Ambani 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.Ambani is not valid as he does not have seniority among the assistant engineers in the existing plant.

Questions:

- (a) Comment on the managerial choice in favour of Mr.Ambani.
- (b) Is it necessary to promote only seniors to higher posts in an organization? Why? Why not?
